

Evidence-Based Management Can Strengthen Healthcare Leadership and Equity; Olumuyiwa Bamgbade, Salem Pain Clinic, Canada

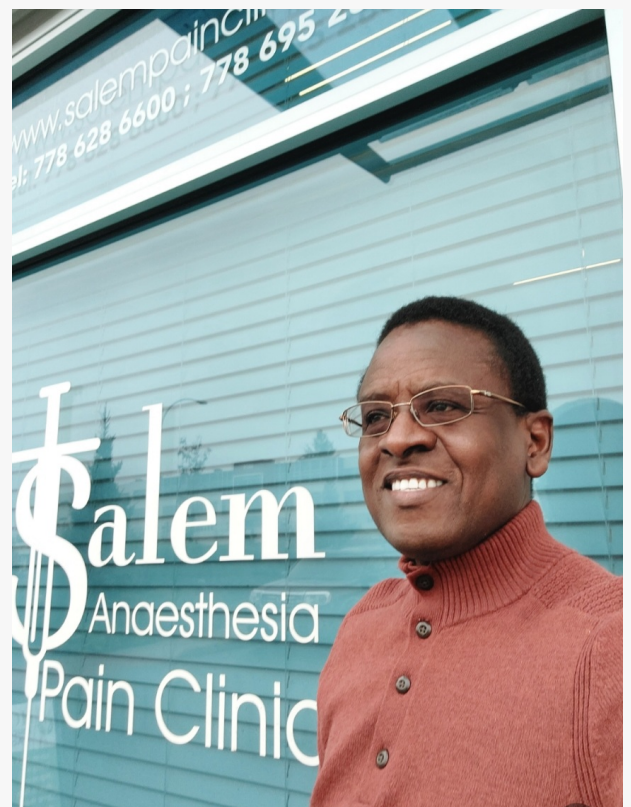
Evidence-Based Management is an Effective Pathway to Stronger Healthcare Leadership and Equity;
Olumuyiwa Bamgbade, Salem Pain Clinic, BC, Canada

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/EINPresswire.com/ -- In today's complex healthcare landscape, leaders are increasingly challenged to make decisions that are not only effective but also equitable. Many leadership changes are occurring in Canada's healthcare sector because of leadership failures. This trend is evident in British Columbia, where many healthcare leaders were replaced in the first quarter of 2025. David Eby, British Columbia's premier, stated, "The anxiety that I have is that the people who see the day-to-day of our healthcare system, they have suggestions about how to make it better, but they haven't been able to bring that forward." The solution to this problem is evidence-based management, which can help leaders by emphasizing contextual understanding and the lived experiences of patients and providers.

Contemporary healthcare leadership is challenged by rising costs, evolving patient expectations, workforce shortages, technological advancements, and societal inequities. In recent [newsletters](#), Dr. [Olumuyiwa Bamgbade](#) and the [Salem Anaesthesia Pain Clinic](#) highlighted healthcare leadership challenges and potential solutions. Evidence-based management, an emerging standard that ensures the best available evidence guides leadership, is one promising approach that can bridge healthcare efficiency and equity.

A new official publication by Canada's Chief Medical Workforce Advisor in 2025 highlights Canada's inadequate health workforce leadership. The publication indicates a deficit of 22,823 between supply and demand for family physicians in Canada, and only 1,300 new graduates per year. Joss Reimer, Canadian Medical Association's president, stated, "This report should be the last of its kind. From now on, let's move from studies to action so we can see real change take



Olumuyiwa Bamgbade

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When healthcare leadership is informed by evidence and guided by equity, better outcomes aren't just possible, they're inevitable”

Dr. Olumuyiwa Bamgbade

place. Leaders can no longer look away.”

Evidence-based management uses data, research findings, organizational metrics, and stakeholder input to inform leadership decisions. Unlike ad hoc or intuition-driven methods, evidence-based management applies similar rigor to management that evidence-based medicine brings to clinical care. By relying on validated data and proven frameworks, healthcare leaders can shift from reactive

problem-solving to proactive planning. Evidence-based management strengthens strategic clarity, promotes accountability, and minimizes costly errors. Leaders who embrace it can foster cultures of transparency and continuous improvement, thereby retaining talent and improving service delivery. When leadership decisions are based on data and disaggregated metrics, inequities in access, outcomes, and patient experience become visible and actionable. This will enable leaders to design targeted interventions that promote efficiency and reduce disparities.

Dr. Bamgbade is a healthcare leader with an interest in value-based healthcare delivery. He is a specialist physician trained in Nigeria, Britain, the USA, and South Korea. He is an adjunct professor at institutions in Africa, Europe, and North America. He has collaborated with researchers in Nigeria, Armenia, Australia, Rwanda, the USA, Kenya, South Africa, Britain, Tanzania, Namibia, Iran, Zambia, Botswana, Mozambique, China, Ethiopia, Jamaica, and Canada. He has published 45 scientific papers in PubMed-indexed journals. He is the director of Salem Pain Clinic, a specialist and research clinic in Surrey, BC, Canada. Dr. Bamgbade and Salem Pain Clinic focus on researching and managing pain, insomnia, value-based care, health equity, injury rehabilitation, neuropathy, societal safety, substance misuse, medical sociology, public health, medicolegal science, and perioperative care.

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