We have three choices

Lead
Follow or
Get Out of the Way?

Ben Roethlisberger

Ben Roethlisberger, a proven winner in athletic competition. He states that ... The measure of a true leader is **how they conduct themselves 24/7**, not just during a winning touchdown drive or a goal-line stance. Leadership isn’t something that gets switched off because the game clock expires.
How does that quote resonate?

Are you ready for survey everyday?

Do you round the same regardless if corporate or other visitors are coming or not?

Overview

The Nursing Leadership Development Program is a six hour event that is designed to support long term care (LTC) professional nurses in or who wish to be in leadership roles for individual introspective evaluation, development, and growth.

Unique Experience

The Nursing Leadership role in LTC is a unique one, requiring solid clinical skills proficient regulatory knowledge, strong interpersonal skills, ability to multi-task, success in interfacing with finance, software, and IT, and a level of emotional intelligence that supports excellence in Human Resources to develop and stabilize your team.
Leadership Objectives to Answer

1. Who is relying on your ability to remain steadfast?
2. In your organization, are you viewed as a trustworthy pillar or a traffic pylon?
3. Are you firmer in your thinking or your convictions?
4. As a leader, are you trying to prove you are perfect or persistent?
5. What things eat away at your stability? How are you guarding against them?
Today’s Objectives

Define Key Terms
a. Supervision
b. Leadership
c. Leadership Styles
d. Environmental Factors
e. Personal Development
f. Sphere of Influence

Supervision

Supervision is the ...
act or the process of directing a person or a
group of people.
act or instance of directing, managing, or
oversight
How does this apply to you and your teams
supervision activities?...

Leadership

Leadership is both a research area and a
practical skill, regarding the ability of an
individual or organization to "lead" or guide
other individuals, teams, or entire
organizations.
What is a Leader?

New Business Daily publication asked 30 Leaders this question. The answers varied but the boiled down response was...

What is a Leader

We all have our own ideas about what it means to be a good leader. For example, some people think leadership means guiding others to complete a particular task, while others believe it means motivating the members of your team to be their best selves.

See more at: http://www.businessnewsdaily.com/3647-leadership-definition.html#sthash.r2RYnxS3.dpuf
Leadership Styles

A leadership style is a leader’s style of providing direction, implementing plans, and motivating people. There are many leadership styles.
Environmental Factors

Internal | External

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Personal Development

**Business Daily says...**

The process of improving oneself through such activities as enhancing employment skills, increasing consciousness and building wealth.

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Personal Development

The growing success of the self-help and personal development movement has assisted many business managers in obtaining more qualified and motivated personnel for their companies, and it has also encouraged more people to go into business for themselves.
### A Sphere Is...

A sphere is a round solid 3-dimensional figure, with no vertices or sides. It has the round shape of a circle but is solid like an orange or a moon.

A circle in 3d, you can also call it a ball...

### Sphere of Influence

A "sphere of influence" is a metaphor to express how far the effects of some power spreads.

The sphere of influence of the head teacher would be their school, while the sphere of influence of a super power (eg the USA) is global.

What is your sphere of influence?

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10. BELIEVE IN YOUR VISION AND YOUR TEAM

*"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

John Quincy Adams
Objectives

Describe leadership styles
a. Democratic
b. Autocratic
c. Situational
d. Transformational
e. Transactional
f. Servant
g. Cross-Cultural
h. Laissez-faire

Democratic Leaders

These leaders tend to make the final choices; however, they include team members in the process of decision-making.

Democratic Leaders encourage creativity, and people are often highly engaged in projects and decisions.

Democratic Leader Outcome

As a result, team members tend to have high job satisfaction and high productivity. This is not always an effective style to use if quick decisions are necessary.
Autocratic Leaders

These leaders make decisions without consulting their team members, even if their input would be useful. This can be appropriate when you need to make decisions quickly, when there’s no need for team input, and when team agreement isn’t necessary for a successful outcome.

Outcome of Autocratic Leaders

This style can be demoralizing, and it can lead to high levels of absenteeism and staff turnover.

Situational Leadership Style

The Hersey-Blanchard Situational Leadership Theory has two pillars: leadership style and the maturity level of those being led.
Four Basic Behaviors

To Hersey and Blanchard, there leadership styles stem from four basic behaviors, designated with a letter-number combination:
- S-1 Telling
- S-2 Selling
- S-3 Participating
- S-4 Delegating

According to Hersey, ability level and willingness to do work can be cultivated by a good leader by raising the level of expectations. Blanchard overlays four permutations of competency-commitment, again, with a letter designation:
- D1 - Low competence and low commitment
- D2 - Low competence and high commitment
- D3 - High competence and low/variable commitment
- D4 - High competence and high commitment

To read and learn more: http://www.leadership-central.com/situational-leadership-theory.html#ixzz44NtVP2FS
Four Maturity Levels

Four maturity levels of the group are posited by Hersey and Blanchard with letter designations:

- M-1: basic incompetence or unwillingness in doing the task
- M-2: inability to do the task but willing to do so
- M-3: competent to do the task but do not think they can
- M-4: the group is ready, willing, and able to do the task.

Transformational Leadership

From Wikipedia, the free encyclopedia

**Transformational leadership** is a style of leadership where the leader works with employees to identify the needed change, creating a vision to guide the change through inspiration, and executing the change in tandem with committed members of the group.

TL also serves to enhance the motivation, morale, and job performance of followers through a variety of mechanisms; these include connecting the follower's sense of identity and self to the project and the collective identity of the organization; being a role model for followers in order to inspire them and raise their interest in the project; challenging followers to take greater ownership for their work, and understanding the strengths and weaknesses of followers, allowing the leader to align followers with tasks that enhance their performance.
Transaction Leadership

From Wikipedia

Transaction Leadership, also known as managerial leadership, focuses on the role of supervision, organization, and group performance; transactional leadership is a style of leadership in which the leader promotes compliance of his/her followers through both rewards and punishments.

Transactional Approach

Unlike Transformational leadership, leaders using the transactional approach are not looking to change the future, they are looking to merely keep things the same.

Pay Attention to the Followers

Leaders using transactional leadership as a model pay attention to followers’ work in order to find faults and deviations. This type of leadership is effective in crisis and emergency situations, as well as for projects that need to be carried out in a specific way.
Servant Leadership

From Wikipedia

**Servant leadership** is both a leadership philosophy and set of leadership practices. Traditional leadership generally involves the accumulation and exercise of power by one at the “top of the pyramid.” By comparison, the servant-leader shares power, puts the needs of others first and helps people develop and perform as highly as possible.

The Cultural Engine

In his book, organizational consultant S. Chris Edmonds says that servant leadership is the foundation for leading others effectively. According to Edmonds, "I define servant leadership as a person’s dedication to helping others be their best selves at home, work, and in their community. Anyone can serve—and lead—from any position or role in a family, workplace, or community."

Servant Leaders Believe that...

Two important beliefs:

- Every person has value and deserves civility, trust, and respect
- People can accomplish much when inspired by a purpose beyond themselves
Cross-Cultural Leadership

From Wikipedia...

Cross-cultural leadership attempts to understand how individuals of different cultures interact with each other (Abbe et al., 2007).

Laissez Failure

These leaders give little form of direction to their team members. They typically provide support with resources and advice if needed, but otherwise they don’t get involved. While the autonomy can lead to high job satisfaction, it can be damaging if team members don’t manage their time well, or if they don’t have the knowledge skills or self-motivation to do their work effectively.

Objectives

Environmental factors that may impact leadership

a. Stability
b. Growth Period
c. Not Stable
Value of Stability

Question...How do you see the value of stability help improve your leadership effectiveness?

Your Answer...

See more at: http://fergusonvalues.com/2013/02/the-value-of-stability-in-leadership/#sthash.aqTRgK2g.dpuf

Objectives

Staff Factors that may impact leadership

a. Skill
b. Growth Interest
c. Experience
d. Attitude
e. Acceptance of Constructive Feedback
Skill

Skill is:

ability that comes from training or practice
*<The band played with skill.>*

a developed or acquired ability
*<The skill of diving can be learned.>*

Growth

From Wikipedia...

1. **a.** The process of growing.
   **b.** Full development; maturity.
2. Development from a lower or simpler to a higher or more complex form; evolution.
3. An increase, as in size, number, value, or strength; extension or expansion: population growth.

4. Something that grows or has grown: a new growth of grass.
5. An abnormal mass of tissue, such as a tumor, growing in or on a living organism.
6. A result of growth; a product: concerns that are a growth of the new responsibilities.
### Experience
Please see your handout provided at program

### Attitude
Please see the handout provided at the program

### Constructive Feedback
**Group Discussion...**
- What is it?
- What are your experiences with it?
- Given the choice, do you provide it and or ask for it?
Objectives

Creating a Path to Follow

a. Know one self, what is your:
   i. mission
   ii. vision
   iii. strengths

b. Know your Core:
   i. passion
   ii. morals/values
   iii. attitude

Mission

There are many definitions of a mission. For today, we will consider:

A mission is strongly felt aim, ambition, or calling...

Vision

There are many definitions of vision.

For today, we will focus on what is identified that one might like to achieve or accomplish
### Strengths

What are your thoughts on strength?
Consider: the quality or state of being strong

### Passion

A strong feeling of enthusiasm or excitement for something or about doing something

### Morals/Values

Morals and values are a part of the behavioral aspect of a person. There is not much difference between morals and values but both are correlated to each other.

Read more: [Difference Between Morals and Values](http://www.differencebetween.net/miscellaneous/difference-between-morals-and-values/#ixzz44O7N6Fug)
Attitude

Definition, manner, disposition, feeling, position, etc., with regard to a person or thing; tendency or orientation, especially of the mind…

Define communication and explain its importance.

Define two commonly used individual and organizational assessment tools
Organizational Assessments

Please see your handout provided at the program

Discuss the benefit of being able to admit and learn from failures

Opportunities

“Failure” is a word to be evaluated.

Question:

Is it a failure to try to something new and not reach the desired outcomes... or

Is it a failure not to try something new at all...
Which are YOU?

Eight terms to consider defining mentor...

Guide  Tutor
Teacher  Instructor
Coach  Counselor
Advisor  Guru
Define your role as a member of the Human Resources Team

Role in Human Resources

Final Objective

I can do it!

Next Steps......
Five Key Leadership Questions

1. Who is relying on your ability to remain steadfast?
2. In your organization, are you viewed as a trustworthy pillar or a traffic pylon?
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Ferguson Values

To Learn more...

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THANK YOU

NURSING LEADERSHIP DEVELOPMENT PROGRAM

We thank you for your time today.
To learn more about this or to discuss services please contact Robin A. Bleier at robin@rbhealthpartners.com