

The Leader In You

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Disclosure Statements

- The planners and speaker have declared no conflict of interest
- There is no sponsorship for this program
- Criteria for successful completion includes attendance at the entire event and submission of a completed evaluation form



OSFSM
HEALTHCARE System

Objectives

- Define the two categories of leadership and differences between the two.
- Discuss seven principles for leadership success.
- Share my personal leadership journey.



OSFSM
HEALTHCARE System

Transformational Leadership

- James MacGregor Burns first introduced transformational leadership in 1978 but not for healthcare at the time, it was for political leadership

Transformational Leadership

“two or more persons engage with others in such a way that the leader and followers raise one another to high levels of motivation and morality.”

James MacGregor Burns, 1978

Transformational Leadership:

- Belief that transformational leaders are facilitators of change and move the process through the organization
- Create a sense of possibility and vision for the future of the organization
- Have a desire for common goals, not “me” but “us”

DEFINITIONS CONTINUED...

- **Transformational leaders have the ability to clearly articulate a vision of the future...**
- **They are the myth-makers, the storytellers**
- **They capture our imagination with the vivid descriptions of the wonderful future we will build together**

(Trofino, 1992)

Transactional

- Burns described and compared two conflicting leadership styles
- First: Transactional leadership

Example:

“If you help me THEN I will help you”

Transactional continued

- If it benefits “me” and I get somewhere in life then “fine.” If it does not go well, the relationship can end at any point.
- No loyalty or support involved by either individual.

How Common Is Transformational Leadership

Transformational leadership is often seen in various situations such as:

- Parents motivating their children
- A teacher motivating a student or students
- A manager motivating their staff



What It Looks Like

■ Four Elements:

1. Idealized influence (charisma)
2. Inspirational motivation (creating meaning of work)
3. Intellectual stimulation (creative problem solving)
4. Individual consideration (listening, praising)

Seven Principles for Leadership Success

1. Love what you do at every step.
2. People are the most important part of your journey.
3. Attitude can be more valuable than IQ or experience.
4. Dressing for the position helps
5. Communicate often and simply.
6. Healthcare is a business that's very personal.
7. Be true to who you are.



Principle #1:
Love what
you do:

Tell me what
is it you plan
to do with
your one wild
and precious
life ?

~ Mary Oliver

Principle #2: **People are the most important part of your journey.**

Investing In Staff



AS YOU GET OLDER,
DON'T SLOW DOWN.
SPEED UP. THERE'S
LESS TIME LEFT.

■ -Malcolm Forbes

Principle #2: Investing In Each Other

A person is swimming in a pool. A bright yellow light beam shines from the top left, illuminating the water and the swimmer. The water is a mix of yellow and green, with ripples around the swimmer.

WHAT PEOPLE SAY
YOU CANNOT DO,
YOU TRY AND FIND
THAT YOU CAN.

-Hendry David Thoreau

Chinese Proverb



- If you want one year of prosperity, grow grain
- If you want ten years of prosperity, grow trees
- If you want one hundred years of prosperity, grow people

Principle # 3: Attitude can be more valuable than IQ or experience: Believing It Was Achievable and That We Were The Right People To Do It:



YOU REALLY CAN
CHANGE THE
WORLD
IF YOU CARE
ENOUGH.

-Marian Wright
Edelman

Video clip

Principle # 4: Dressing for the position helps



Principle # 5: Communicate often and simply



Your Body Language Shapes Who You Are



Principle #6:

**Healthcare is a business that's
very personal.**



**THERE ARE MANY
THINGS IN LIFE THAT
WILL CATCH YOUR
EYE,
BUT ONLY A FEW WILL
CATCH YOUR HEART.
PURSUE THESE.**

-Michael Nolan

Linking Everything We Do To The People We Serve



PRACTICE
Loving Kindness

WATSON'S THEORY OF CARING

Principle #7: Be true to who you are



When people see the respect and dignity we have for one another, they will know this is a good place.

Summary

- As a leader.....know the people you serve
- Work to bring out the best in each individual
- Value input and allow them to grow
- Creating a healthy work environment
- This is the foundation of a transformational leader!

Questions

