

Everything I
learned
about
Leadership,
I learned
from
Football

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The difference between a leader and a manager

LEADER

- ▣ Inspire
- ▣ Motivate
- ▣ Building trust

- ▣ What and why

- ▣ Focus on people

MANAGER

- ▣ Plan
- ▣ Organize
- ▣ Coordinate
- ▣ Control

- ▣ How and when

- ▣ Focus on system and structure

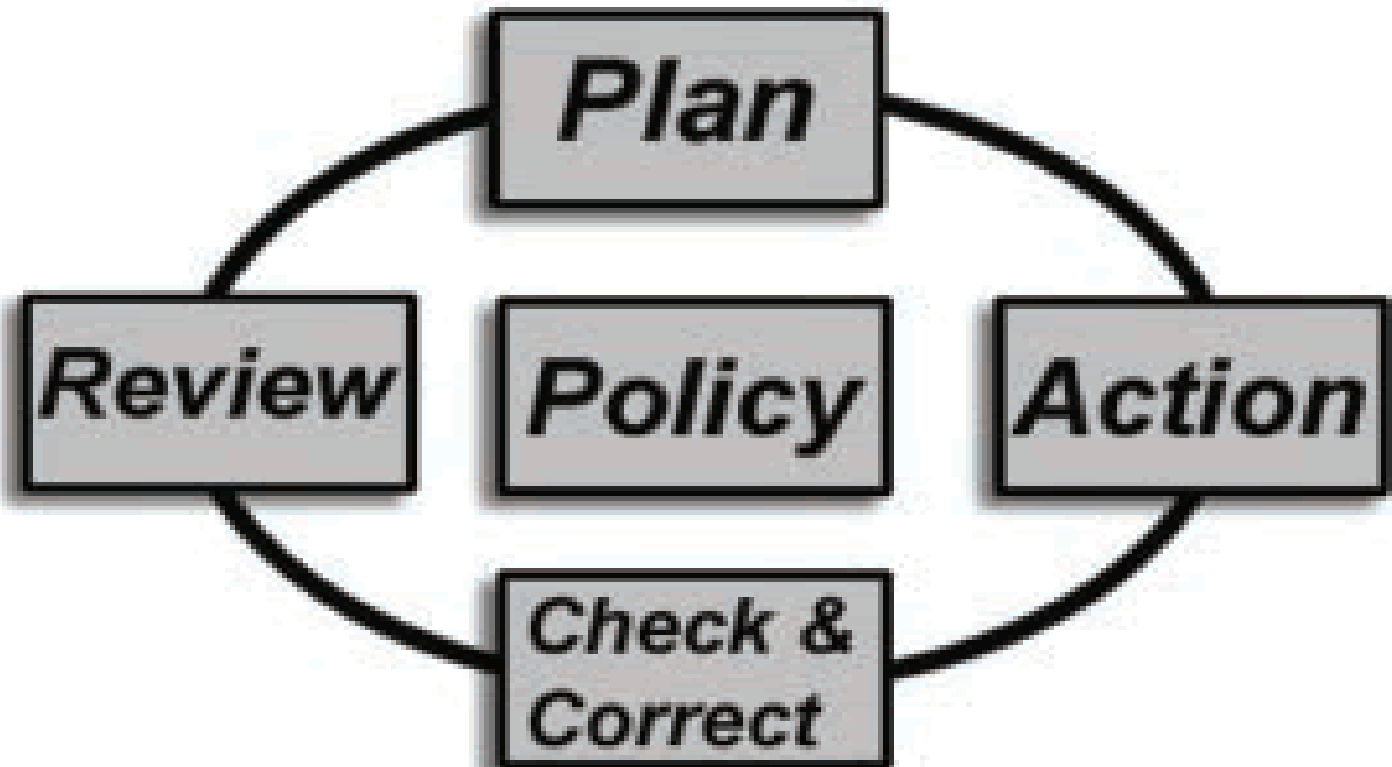
DIRECTION

INSPIRATION

CORRECTION

DIRECTION

Mission and Vision



personal

spirit

wisdom

grace

Leadership Style

- ▣ Chaotic
- ▣ Servant
- ▣ Autocratic
- ▣ Innovative
- ▣ Pacesetter
- ▣ Persuasive
- ▣ Charismatic
- ▣ Consultative
- ▣ Laissez-Faire
- ▣ Transformational
- ▣ Manage by walking around

Leadership Style Assessments

HIGH D

- ▣ Results focused
- ▣ Direct
- ▣ Active
- ▣ Fast paced
- ▣ Overcome challenge to shape environment
- ▣ Lofty goals
- ▣ Rally people to work towards those lofty goals

Dominance

Influence

Conscientiousness

Steadiness

ENTP

Extrovert
Intuitive
Thinking
Perceiving

- ▣ Focus externally
- ▣ Intuition
- ▣ Constantly absorbing ideas and images about situations
- ▣ Quick and accurate when sizing up situation
- ▣ Flexible
- ▣ Resourceful problem solving
- ▣ Idea person
- ▣ Get excited about ideas and spread enthusiasm to gain support

Learning the where and when

- ▣ Understand innate behaviors of a style
- ▣ When to use the style
- ▣ And the impact the style has others

MPP

Management Potential Profile

- ▣ Thrive in a fluid and adaptive structure
- ▣ Create own plan and attain objective
- ▣ Prefer freedom of action
- ▣ Works best without close supervision
- ▣ Challenge is a strong motivator
- ▣ Rapidly grasp information
- ▣ Balance logic, facts, and detail with what I need to get the job done
- ▣ Routine tasks demotivate me
- ▣ Thrive on high risk
- ▣ Build relationships slowly
- ▣ Interacts best with a group of unknown people
- ▣ Can diffuse conflict situations
- ▣ Love lively debate
- ▣ Willing to create conflict to get results

“ALL LEADERS NEED TO BE ABLE
TO STRETCH BEYOND THEIR
PRIMARY LEADERSHIP DIMENSION”

The 8 Dimensions of Leadership
Sugerman, Scullard, and Wilhelm, 2011

Generational Learning

- ▣ 17 – 79
- ▣ Different approaches to work
- ▣ Different approaches to reward
- ▣ Relating to different generations in the workplace

Leadership Development Activities

Survey of healthcare leaders

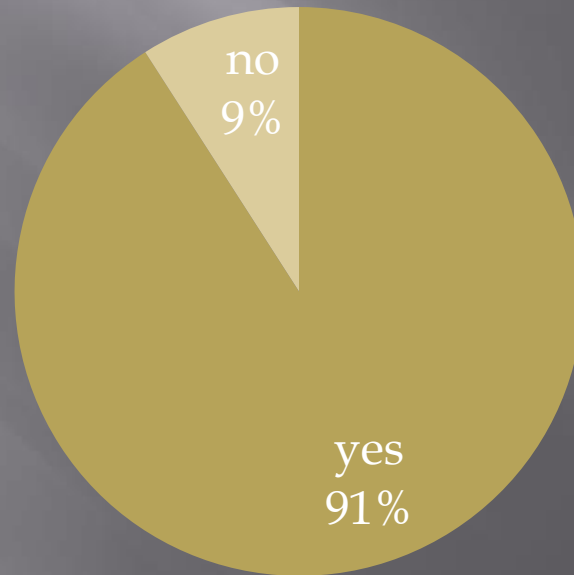
Had they participated in a leadership development program where they learned their leadership style

How effective was that program

- Did they perceive a change in their own leadership style after they participated
- Did their staff notice a change in their leadership style after they participated

Leadership Development Activities

Employer offered a leadership development program



Leadership Development Activities

No leadership development activities in last year	0%
4 hours or less	9.09%
5 to 10 hours	0%
11 to 15 hours	9.09%
16 to 20 hours	0%
Greater than 20 hours	81.82%



Leadership Development Tools

Leadership Assessment Tool	Responses
MBTI (Myers Briggs Type Indicator)	37%
DiSC	27%
Other	27%
No Leadership assessment tool completed	9%



Effectiveness – Self Perception

Overall - Self Perception	Responses
Yes, I noticed a change in my leadership style after attending a leadership development program	73%
No, I did not notice a change in my leadership style after attending a leadership development program	0%
I am not sure if the leadership development program impacted my leadership style	18%
Did not participate in a leadership development program	9%



Effectiveness – Staff Perception

Overall – Staff Perception	Responses
Yes, a change in my leadership style was noted by a member of my staff, my own leader, or another member of my organization after attending a leadership development program	45.45%
No, there have been no comments about a change in my leadership style after attending a leadership development program	45.45%
Did not participate in a leadership development program	9.10%

...share the journey

You have to talk about the experience

- ▣ Talk about what you learned

 - About yourself

 - Ideas you want to try

 - How you are going to measure improvement and growth

- ▣ Relate the information to what ~~you~~ they do



**“ THAT’S WHAT
STORYTELLERS DO.
WE RESTORE ORDER WITH
IMAGINATION. WE INSTILL
HOPE AGAIN AND AGAIN.”**

–Tom Hanks as Walt Disney

Disney
SAVING MR. BANKS
WHERE HER BOOK ENDED, THE REAL STORY BEGAN.

Sharing...

...the opportunity to develop others

INSPIRATION

Where do you find your inspiration?

“There’s a hole in the side of you boat. That hole is never going to be fixed, it’s never going away, and you can’t get a new boat. What you have to do is bail water out faster than it’s coming in.”

Aaron Sorkin, “Newsroom”



“only dead
fish go with
the flow...”

S.P. Reddy, MD



“...every one of those ants has a different job to do. And no one is more important than the other. It goes for folks too you know. No job is more important than then the other. I don't care whether you're are a preacher, wood cutter, a pilot, a scientist, or a writer...”

The Walton's, The Burden, Season 7

CORRECTION

alteration

fix

repair

edit

revise

metamorphosis

amend

change

improvement

Re-read

reform remodel

adjust transform adapt

Re-examine

shift revise

mend

modification

Correction is not negative

harm

hurt

permissiveness

goof

Injury

spoil

blunder

worsening

indulgence

damage

coddling

mistake

“He has a
right to
criticize,
who has
the heart to
help.”

Abraham Lincoln

“Those who
look for the bad
in people
will surely find
it.”

Abraham Lincoln

“Coming together is a beginning, keeping together is progress, working together is success.”

Henry Ford

We are all given a role to play

Our talents and gifts are our opportunity

We are responsible to use them

And we are all accountable to someone



DIRECTION

INSPIRATION

CORRECTION

Your story is being written...
Are you sharing your journey?