



Leadership in Rural Healthcare

How to Thrive, Not Merely Survive!

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Session Objectives


<p>Discuss</p>	<p>Discuss the importance of strong leadership in rural health settings.</p>	
<p>Discover</p>	<p>Discover leadership fundamentals, practices, and applications to provide a foundation for everyday decisions.</p>	
<p>Explore</p>	<p>Explore how leadership development can result in stronger leaders, better teams, and healthier organizations.</p>	

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Disclosure

I have been involved in very part-time consultancy work, specifically in the areas of leadership, professional development, and related coaching.


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What do we look for in our leaders?

- depth of knowledge in field
- interpersonal skills
- integrity and alignment of values
- teamwork

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It's more than depth of knowledge.....

- interpersonal skills
- integrity and alignment of values
- teamwork

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Who Is Your Favorite Leader? Why?

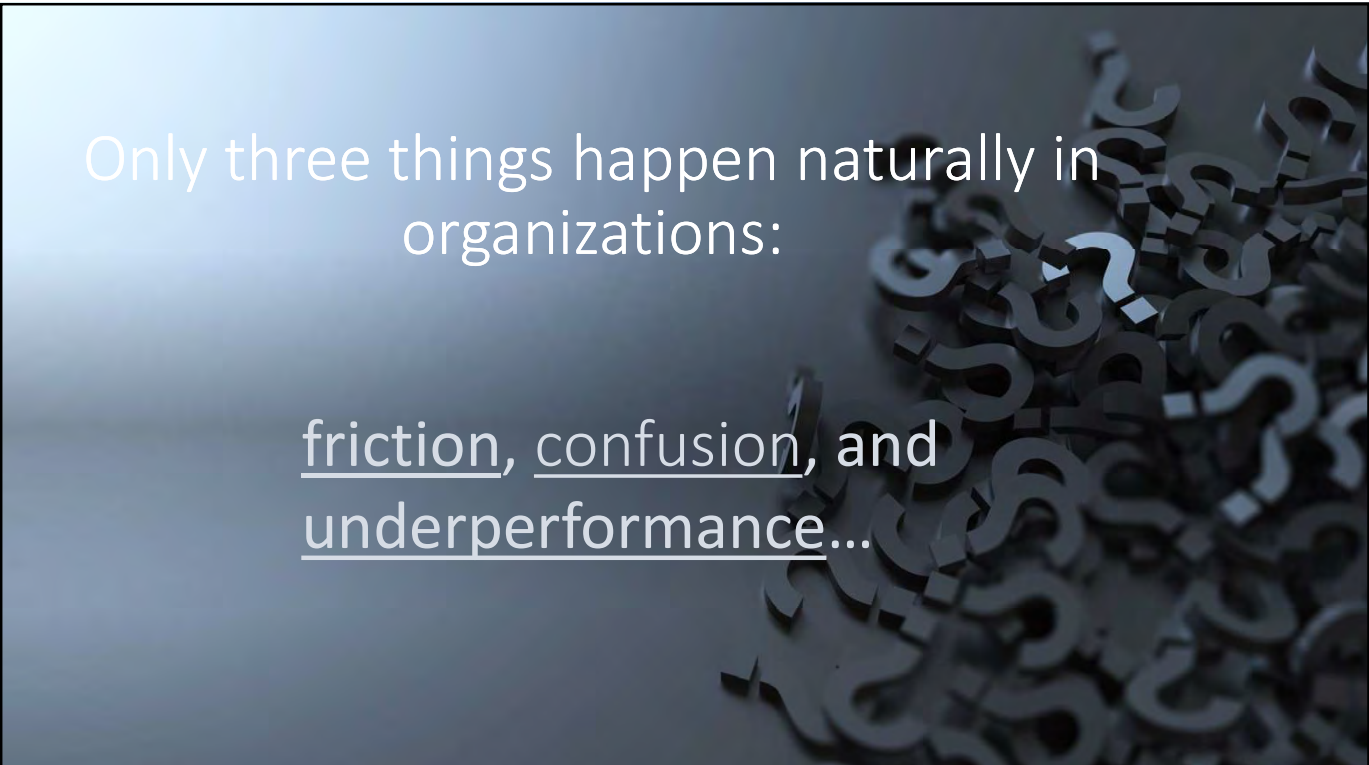
Common Themes?

The Leadership Challenge
A Way Board

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Only three things happen naturally in organizations:

friction, confusion, and underperformance...



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... everything else
requires leadership.

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Hi! I'm Your New Leader....

Who are you?

What do you believe?

Where are we headed?





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Patrick Lencioni
 Daniel Pink
 Sheryl Sandberg
 Daniel Goleman
 Stephen Covey
 Dale Carnegie
 John Maxwell
 Simon Sinek
 James Collins
 Brene Brown

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The Leadership Challenge®
 Jim Kouzes & Barry Posner

Over 40 years of collecting data

Over 5,000 individual cases studied

Over 3 million survey respondents

Global data from 70 countries

Over 700 research studies by others

Rigorous testing of reliability and validity

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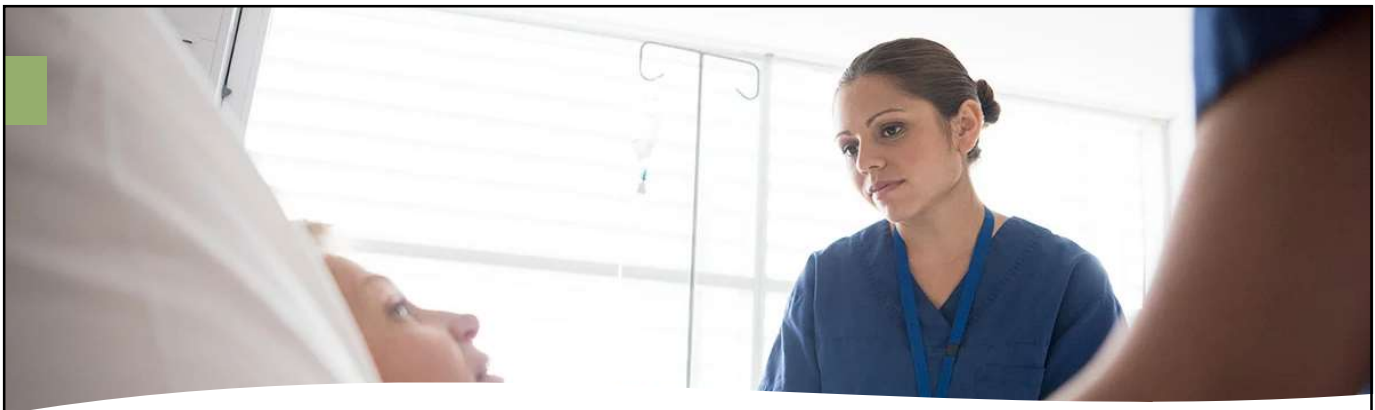
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The art of
mobilizing others
to want to
struggle
for shared
aspirations.

- Jim Kouzes and Barry Posner

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LEADERSHIP FUNDAMENTALS

- Leadership is everyone's business.
- Leadership is a relationship.
- The best leaders are the best learners.
- It takes deliberate practice to become a better leader.
- Leadership is an aspiration and a choice.

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Model the Way



Inspire a Shared Vision



Challenge the Process



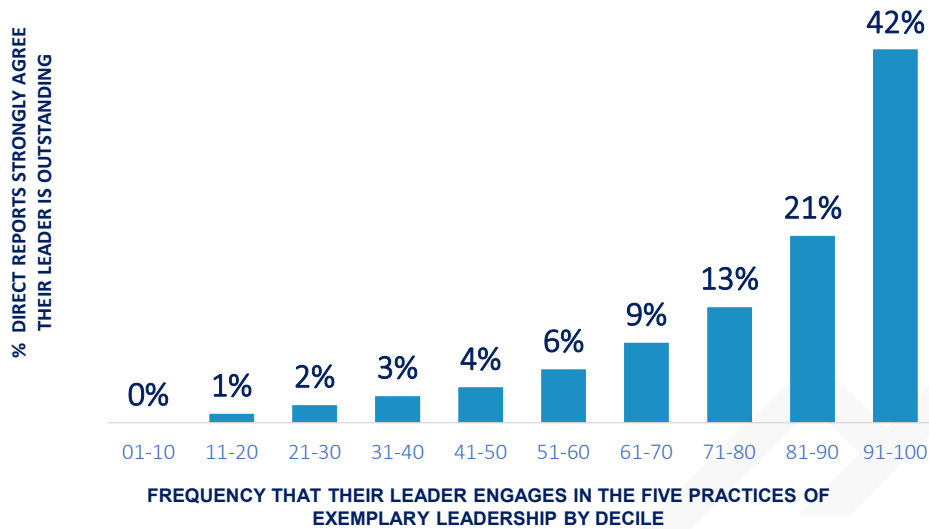
Enable Others to Act



Encourage the Heart

The Five Practices of Exemplary Leadership

Being Considered “One of the Best” Leaders by Direct Reports Increases Directly in Relationship to Using of The Five Practices of Exemplary Leadership



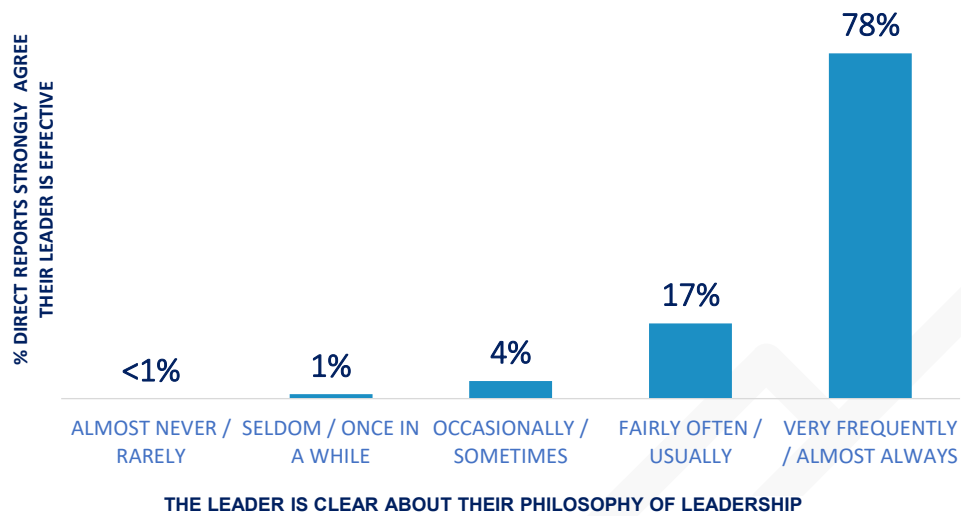
Values
Aligning actions
Building credibility



The First Law of Leadership:
If you don't believe in the messenger,
you won't believe the message. WILEY



The Most Effective Leaders Have a Clear Philosophy of Leadership Say Their Direct Reports



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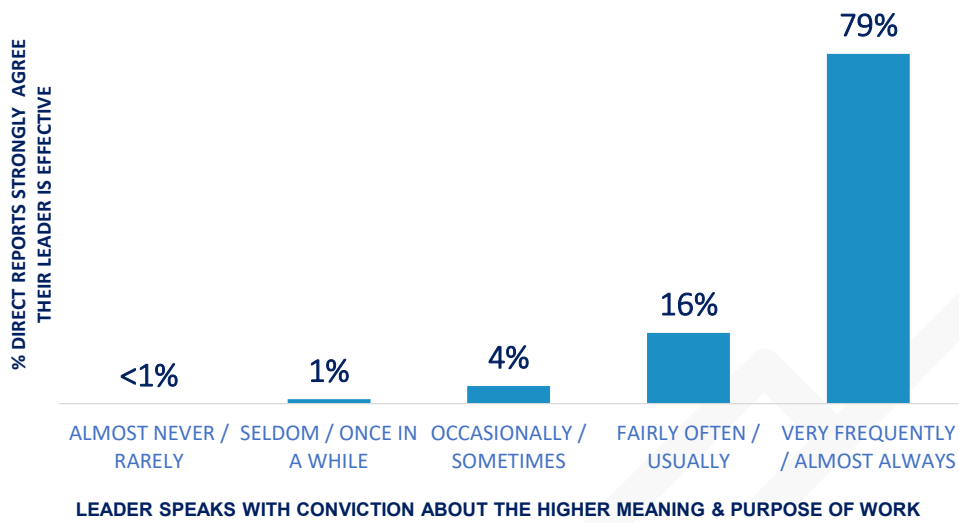
- Dream for the future
- Bring others with you



What's exciting and ennobling about the work that you do? WILEY

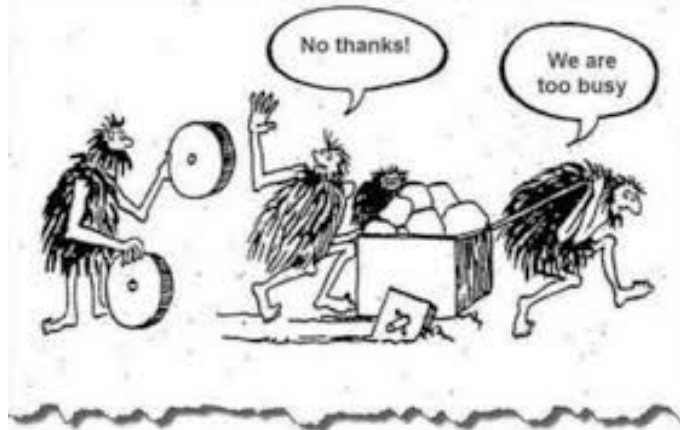


Speaking with Genuine Conviction About Meaning and Purpose Raises Assessments of a Leader's Effectiveness

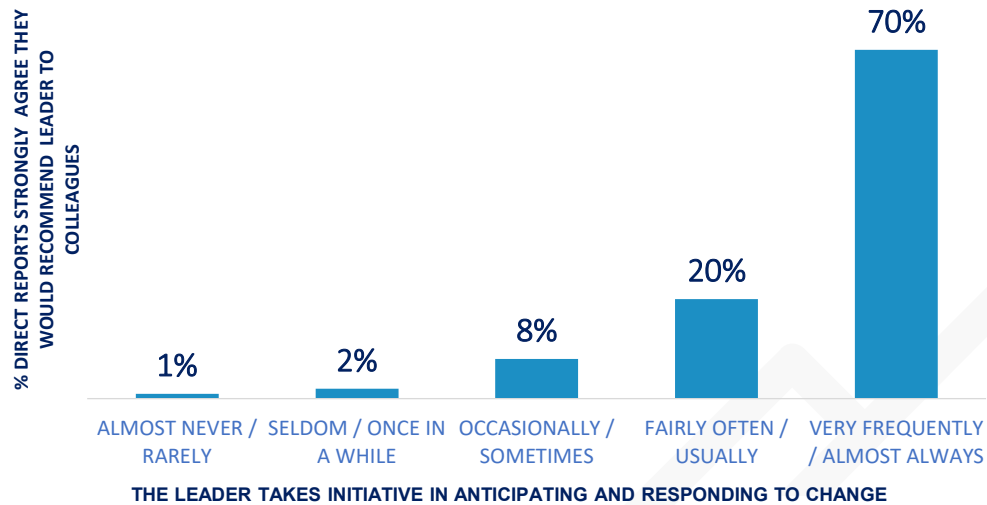


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- Search for opportunities to improve processes
- Look outward for ideas
- Experiment and take risks



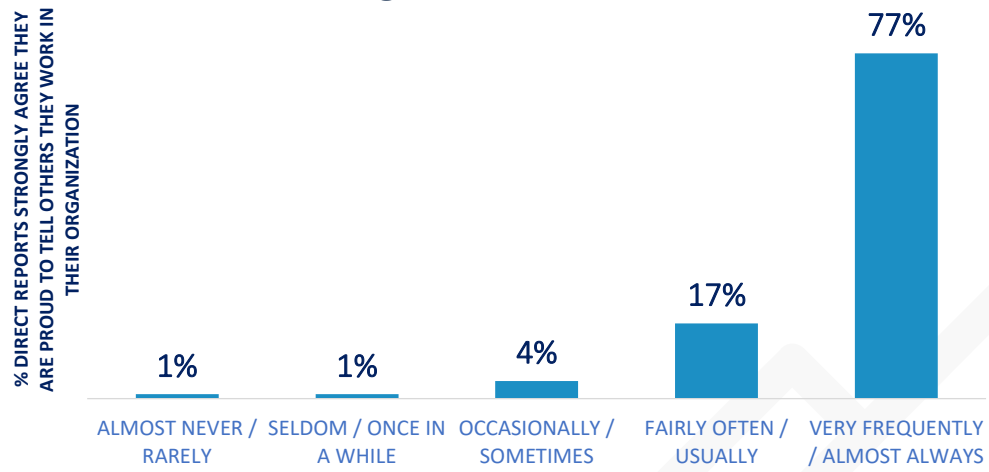
Leaders That Take Initiative and Respond to Change are More Often Recommended by Their Direct Reports as Excellent Leaders



- Build trusting relationships
- Strengthen others

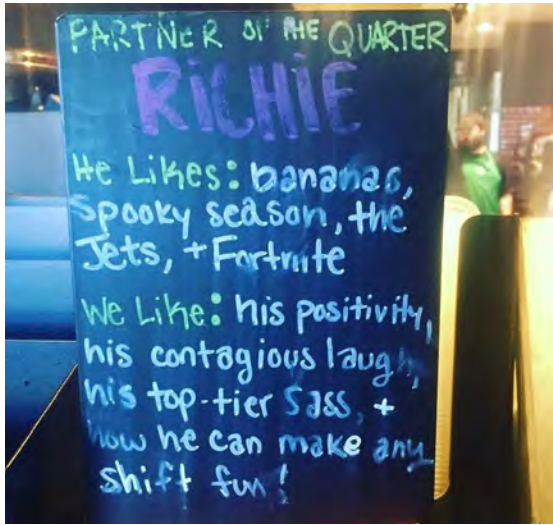


Speaking Direct Reports Express Greater Pride About Their Organization When They Have Freedom and Choice in Deciding How to Do Their Work



THE LEADER GIVES PEOPLE GREAT DEAL OF FREEDOM & CHOICE IN DECIDING HOW TO DO THEIR WORK

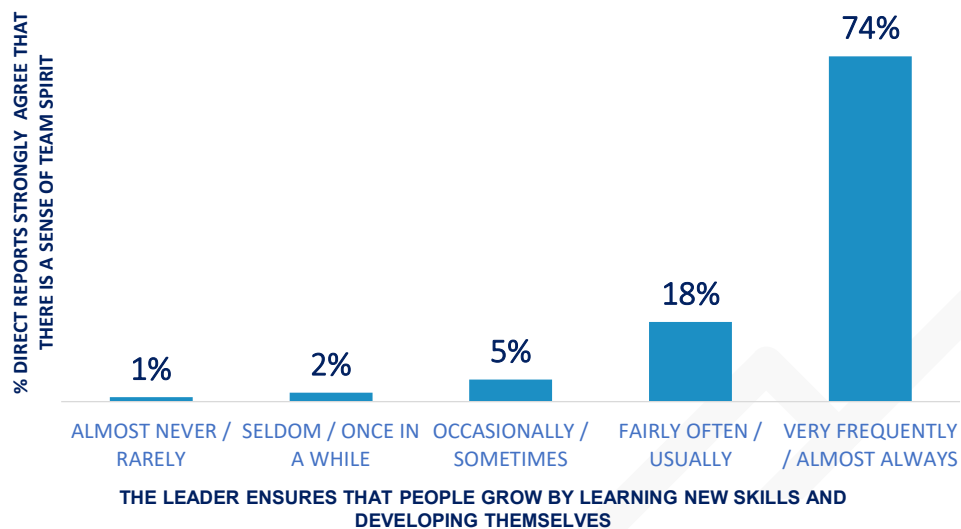
- Recognize contributions of others
- Show appreciation for excellence.
- Create a spirit of community.



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Direct Reports Experience Greater Team Spirit Increases When Leaders Ensure They Grow and Develop in Their Jobs



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Why is all of this important?

What do we look for in our rural health leaders??

- depth of knowledge in field
- interpersonal skills
- integrity and alignment of values
- teamwork



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Strong Leadership brings...



- *Credibility* -
- *Dedication* -
- *Commitment* -
- *Teamwork* -
- *Empowerment* -
- *Productivity* -
- *Performance and Effectiveness* -
- *Reduced Turnover and Absenteeism* -



Better teams, solid organizations, and healthier communities

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Where do we go from here?

Back to the FUNdamentals:

- Leadership is everyone's business.
- Leadership is a relationship.
- The best leaders are the best learners.
- It takes deliberate practice to become a better leader.
- Leadership is an aspiration and a choice.

The Leadership Challenge
A Wiley Brand



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Discussion and Engagement



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Continue the Conversation....

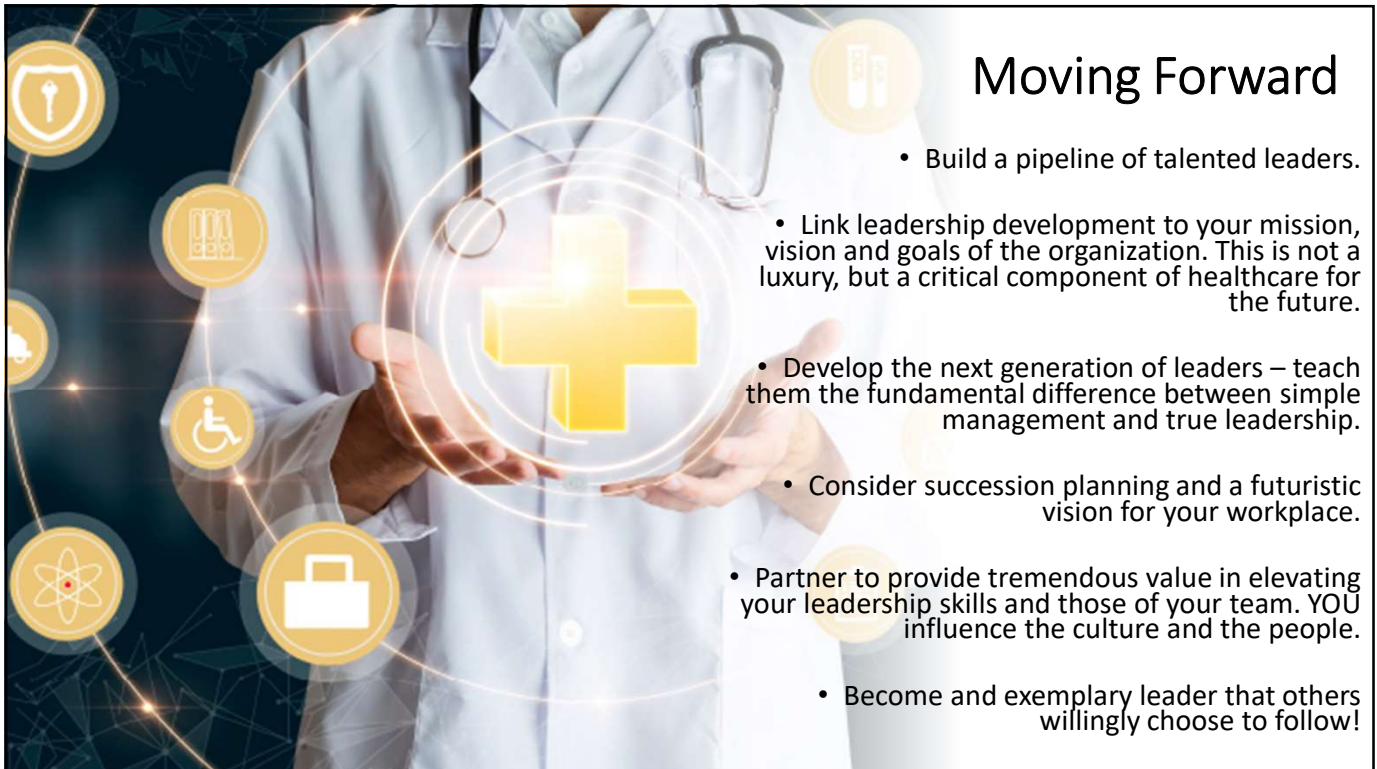
- Be aware of situations where you have a decision to make as a leader.
- Look for opportunities to grow.
- Intentionally PRACTICE leadership skills.
- Explore professional development needs and opportunities.
- Connect with others for ideas and support.
- What might best align with your health clinic/organization?
- Consider a 360 Leadership Practices Inventory with follow-up coaching.



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Moving Forward

- Build a pipeline of talented leaders.
- Link leadership development to your mission, vision and goals of the organization. This is not a luxury, but a critical component of healthcare for the future.
- Develop the next generation of leaders – teach them the fundamental difference between simple management and true leadership.
- Consider succession planning and a futuristic vision for your workplace.
- Partner to provide tremendous value in elevating your leadership skills and those of your team. YOU influence the culture and the people.
- Become an exemplary leader that others willingly choose to follow!



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Thank You!!

This is not the end of the journey, but only the beginning.....



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References

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