

Your Leadership Journey



Horizon
HEALTH SERVICES



Everyone involved

Sharing

Create a plan

Increase confidence and excitement

Learn something!

what do
YOU
expect?



Leadership is a choice you make- not a place you sit.

Anyone can choose to lead.

You *can* make a difference no matter where you are at.



ARE YOU A LEADER?



Leadership Qualities...



It's all about YOU

Your development as a leader



What has prepared you for this? What has been your **experience**? Who are you as a person?

Your **role**- why will you be successful?

What are your **goals**? What do you really want to accomplish?

What is your **plan**? What actions can you take to be an effective leader?

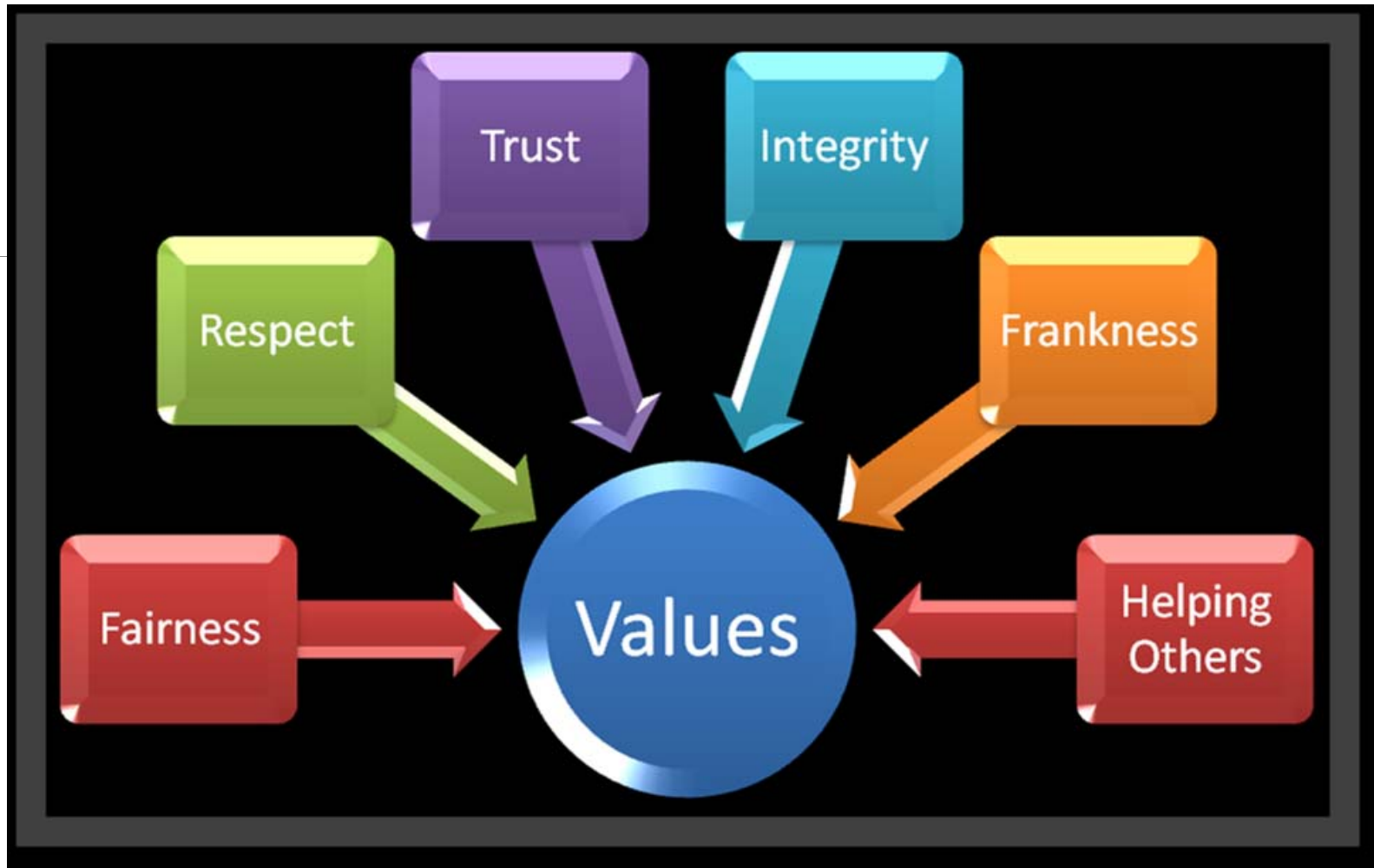
I AM A
LEADER!



Mission and Vision

1. Is it clear?
2. Is it connected to the past, present and future?
3. Does it have a compelling purpose?
4. What are your goals? Need to be measurable and attainable.
5. What is the challenge? What is going to excite and motivate people?
6. Is there a story behind your vision?
7. Do you feel passionate about the vision? Can you communicate that?





Me: Servant Leadership

4 pillars of
leadership
Openness
Honesty
Trust
Integrity

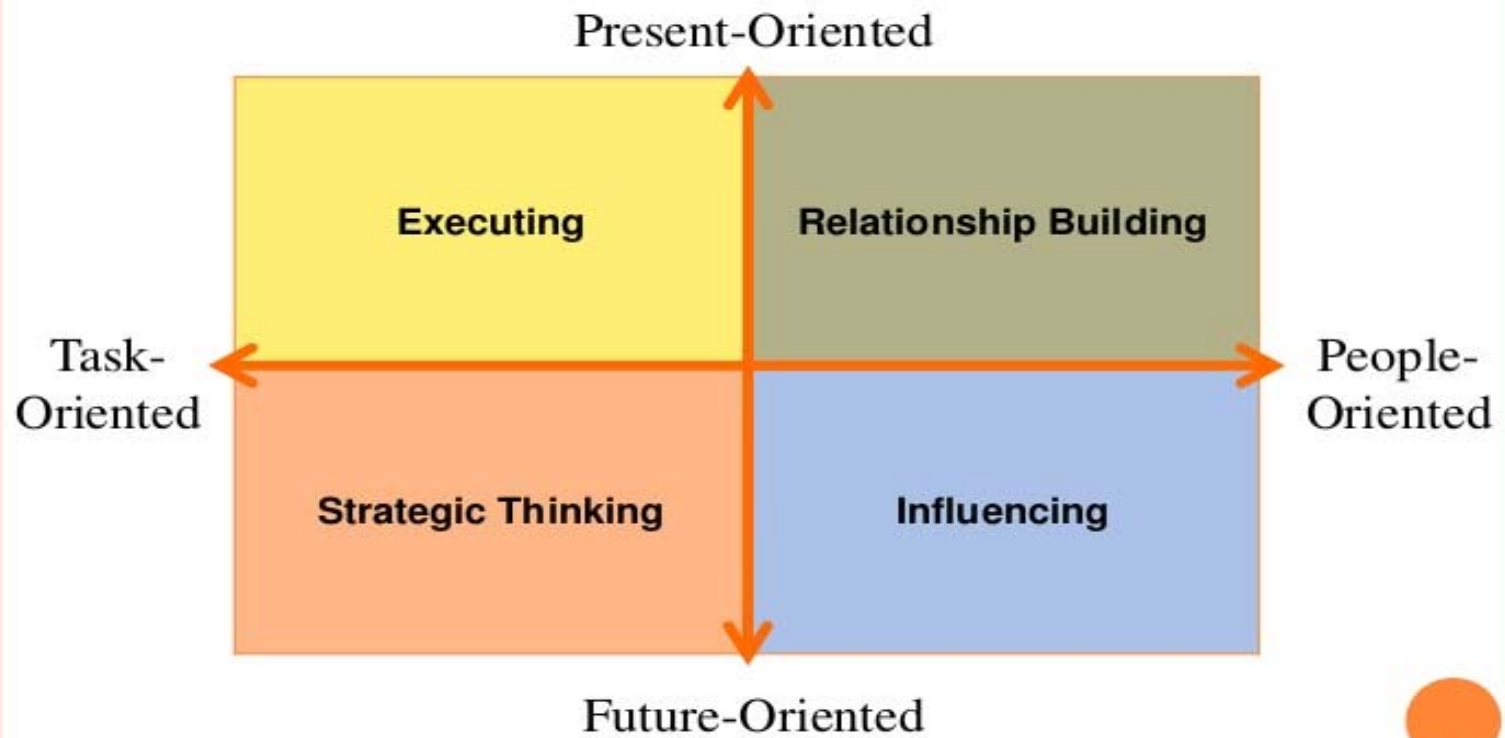
View Yourself through S.W.O.T.







- ❑ If you look at yourself using the SWOT framework, you can start to separate yourself from your peers, and further develop the specialized talents and abilities you need to advance your career!



DOMAINS OF LEADERSHIP STRENGTH



Emotional Intelligence

Low Emotional Intelligence		High Emotional Intelligence
Aggressive Demanding Egotistical Bossy Confrontational		Assertive Ambitious Driving Strong-Willed Decisive
Easily Distracted Glib Selfish Poor Listener Impulsive		Warm Enthusiastic Sociable Charming Persuasive
Resistant to Change Passive Un-Responsive Slow Stubborn		Patient Stable Predictable Consistent Good Listener
Critical Picky Fussy Hard to Please Perfectionistic		Detailed Careful Meticulous Systematic Neat

Managers v. Leaders- We need both!

Plans The Details  <p>I'll send out a memo to everyone and set a time for us to meet.</p>	Sets The Direction  <p>Let's get everyone together. I've got some exciting news you'll all want to hear.</p>
Minimizes Risks  <p>Time is money. The sooner I get this done, the better.</p>	Takes Risks  <p>This might stretch us, but the payoff will make it worthwhile.</p>
Instructs Employees  <p>If you're not sure of what your job entails, you can check the flowchart on my door.</p>	Encourages People  <p>If you think you've got a better way, my door is always open.</p>



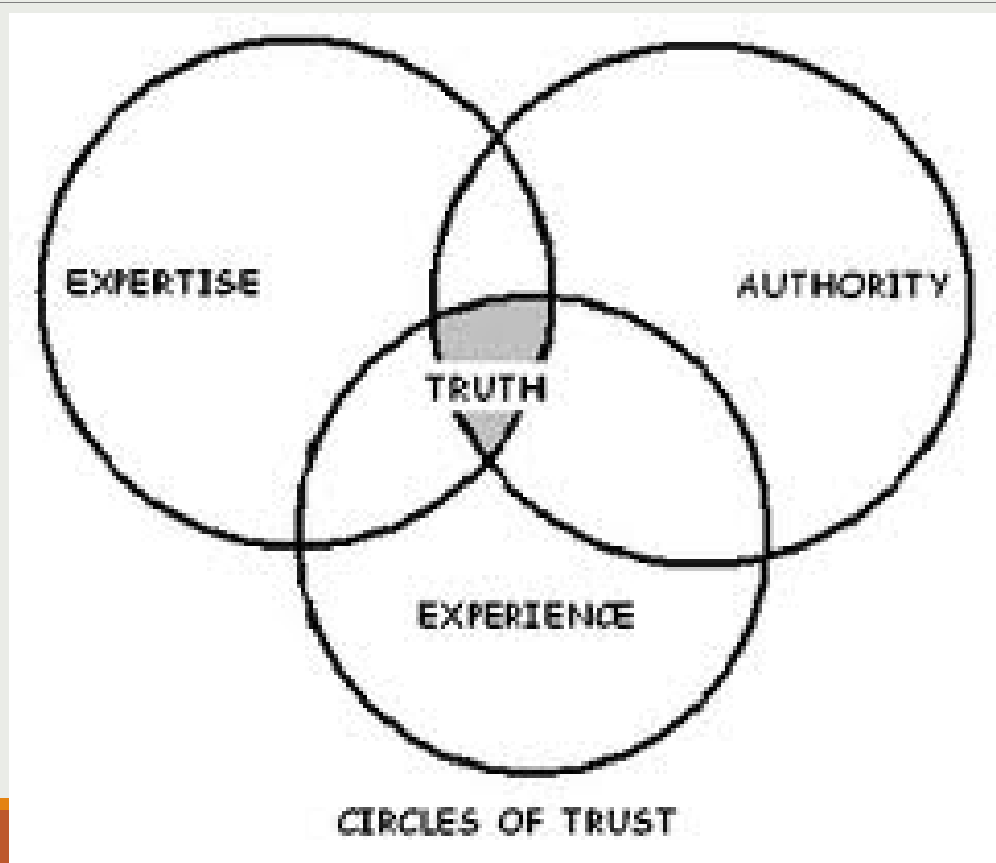
Four Keys for Successful Leaders

- ✓ *Know yourself*
- ✓ *Understand people*
- ✓ *Project certainty*
- ✓ *No simple formula*



It's all about the people!

How to create the circle of safety and trust



How can managers prevent disengagement?

Set clear expectations

- ☐ *Encourage* the employees to see how his/her work *contributes* to the agency
- ☐ *Communicate the value* in their work

Help employees clarify how to achieve outcomes

- ☐ *Focus on strengths* and *provide opportunities* to minimize weaknesses
- ☐ *Provide resources* to solve problems or do jobs well



People need...

HOW TO IMPROVE ENGAGEMENT

Employees are looking for more in these areas to improve performance.



20%
of employees want
**MORE
CLARITY**



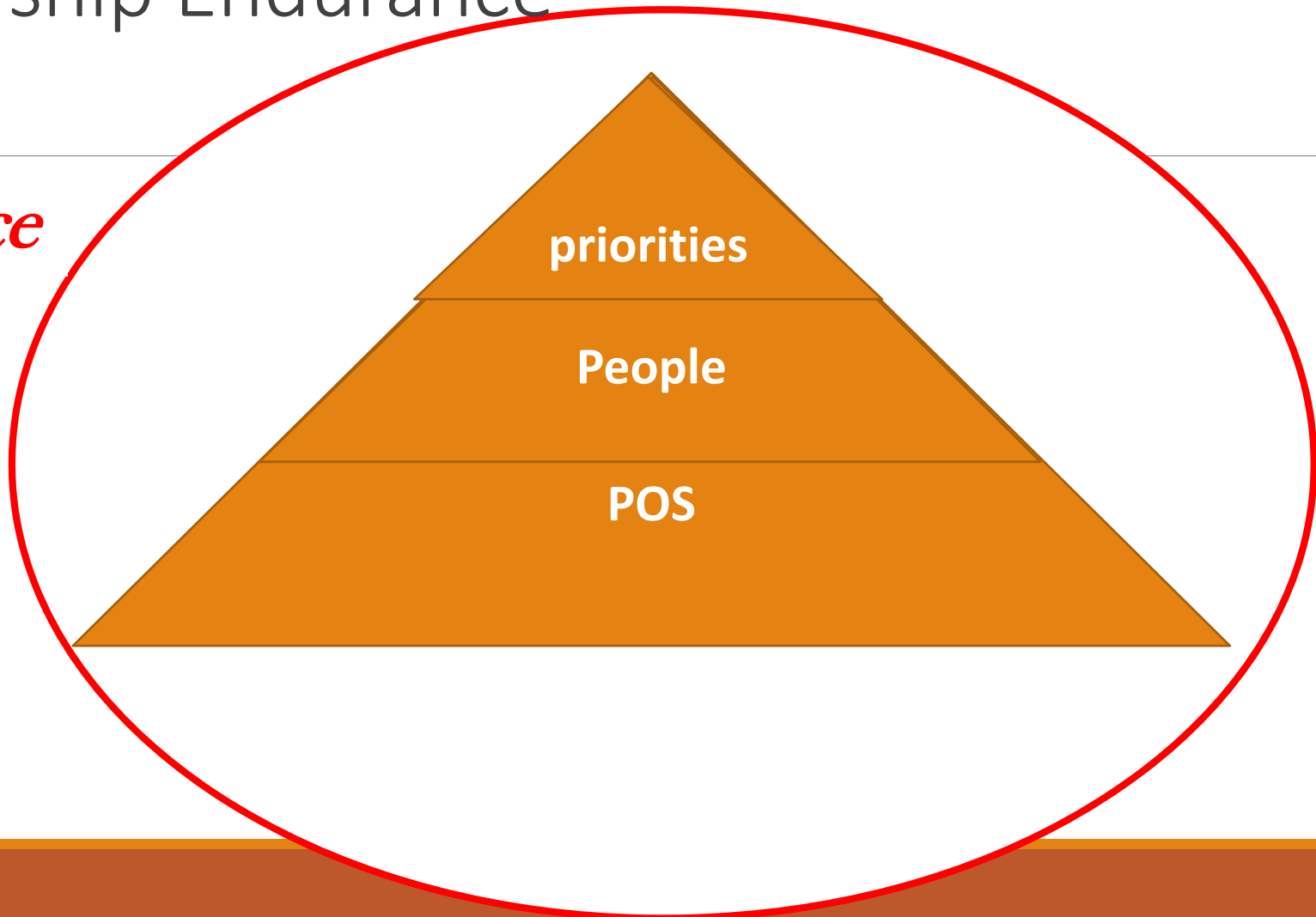
20%
of employees want
**MORE
RESOURCES**



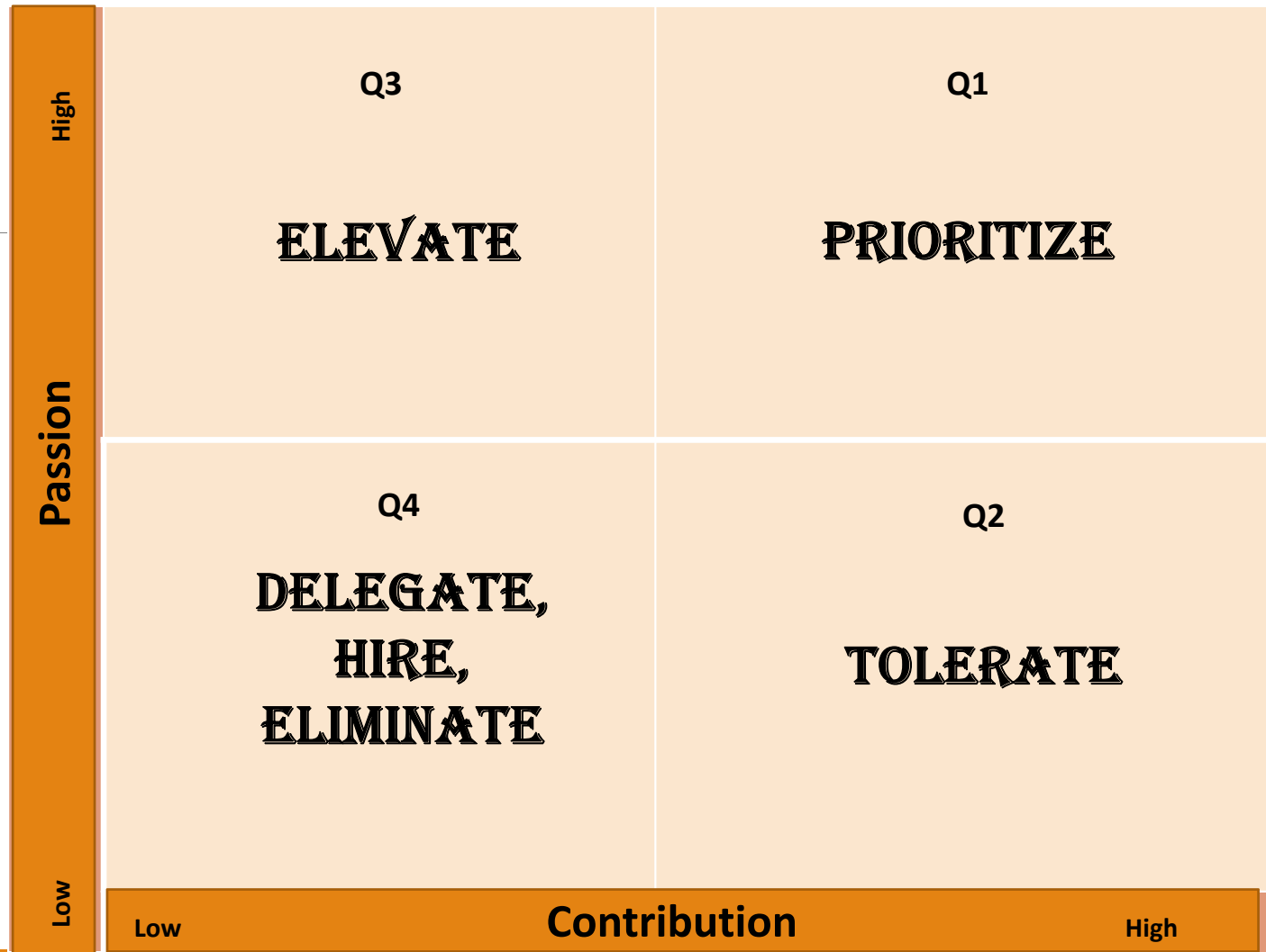
19%
of employees want
**MORE
FEEDBACK**

Leadership Endurance

Presence



Priorities

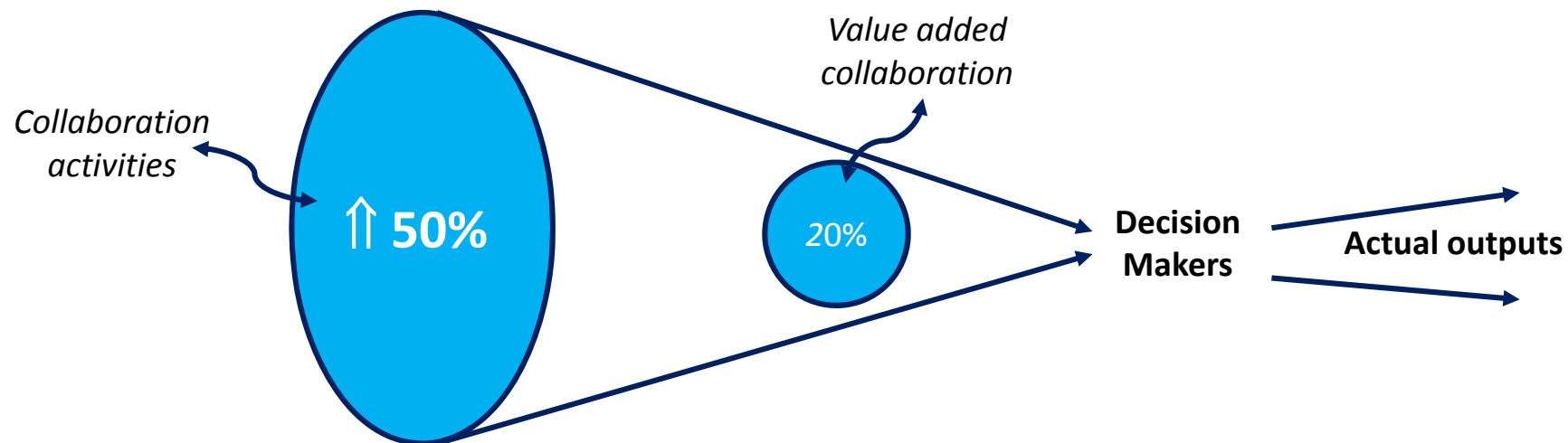




People

Even though collaboration activities have increased 50%, only 20% is actually value-added

- Within this is a smaller number of people that are the go-to people and can make decisions
- = institutional bottlenecks that slow progress/outputs



POS



1. What is your personal organizing system
2. Calendar management
3. Physical Levers (very personal)
4. Presence
 - Must control and manage emotions
 - Have to witness and really listen/see – be objective
 - Pause and sit – mindfulness



5. *Peace*

Mind Full, or Mindful?

Growth and improvement require a plan

make a
plan
to get
results

Always
DELIVER
MORE THAN
YOU ARE ASKED
to deliver

SET GOAL
MAKE PLAN
GET TO WORK
STICK WITH IT
REACH GOAL

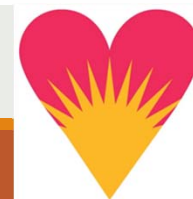
DON'T WISH FOR IT
WORK FOR IT

believe-toachieve.humble.com



The GROW Model

- **Goal**
 - What do you want?
- **Reality**
 - Current situation?
- **Options**
 - What could you do?
- **Will**
 - What will you do?
- Recycle to achieve your goal



Horizon
HEALTH SERVICES

GROW Worksheet



S Specific and Strategic

M Measurable

A Attainable and Achievable

R Results-oriented

T Time-bound



Respect is
earned.
Honesty is
appreciated.
Trust is
gained.
Loyalty is
returned.



Thank You!

Questions?
Comments?
Thoughts?
Discussion?