Stand Up if You Agree

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

-- John Quincy Adams
Our Objectives

1. Describe why every nurse is a leader.

2. Identify ways to better manage yourself through self-mastery.

3. Discuss cutting edge strategies to improve your leadership skills.
Truths about Leadership

1. Leadership has nothing to do with seniority or one’s position in the hierarchy of a company.

2. Leadership has nothing to do with titles.

3. Leadership has nothing to do with personal attributes.

4. Leadership isn’t management.
More Truths about Leadership

John Maxwell: "Leadership is influence - nothing more, nothing less." – not power or authority.

Peter Drucker: "The only definition of a leader is someone who has followers." – someone has to be listening.
What do You Think Makes a Great Leader?
The Research on Leadership

What do Followers want in a Leader?

- Trust
- Stability
- Compassion
- Hope

Gallup Corporation 2017
Leadership is an Inside Out Job

“\nThe first person you must lead is yourself.

The hardest person you will ever lead is yourself.”

John C. Maxwell
Three Components of Self-Management

1. Self-knowledge
2. Emotional Intelligence
3. Resiliency
Self-Knowledge

1. What are my strengths?
2. How do I get things done?
3. What are my values?
4. Where do I belong in the world?

Emotional Intelligence

- Self-awareness
- Self-management
- Social awareness
- Relationship management

Resilience

• How do you explain setbacks to yourself?

• How much do you ruminate?

• Have you incorporated evidence-based resiliency strategies into your life?


Life inflicts the same setbacks and tragedies on the optimist as on the pessimist, but the optimist weathers them better.

— Martin Seligman —
To Become a Better Leader

BEGIN WITH THE END IN MIND

STEPHEN COVEY
Key Areas to Master

• Communication
• Teamwork
• Professional Engagement
There are Many Things that Influence How We Communicate

- Our Generational Group
- Our Cultural Background
- Our Gender
- Our History and Experiences
- Our Assumptions
1. Speak with Clarity.
2. Invite others to share ideas.
3. Listen more than they speak.
4. Choose the right method of communication.
5. They are aware of the effectiveness of their communication.
What is the Best Team You Have Worked On?

What made that Team Great?
Characteristics of Effective Teams

- Clear Goals that everyone on the team works towards
- Clarity about the role and contributions of each team member
- Open and clear communication
- Effective decision making
- Engaged team members in the work of the team
- Appreciation of diversity – generational, cultural and diversity in thinking
- Effective management of conflicts
- Trust among team members
- Cooperative relationships
- Participative leadership

Questions to Ask about Interdisciplinary Teamwork

- Do team members talk about “my patient” or “our patient”?
- Do team members clearly understand the “scope of practice” and key responsibilities of each discipline on the team?
- Do team members know each other’s names and how do they address each other?
- Are team members respectful of other viewpoints and expertise?
- Do team members ever round on patients together?
- Do team members feel accountable to attend team meetings or care coordination conferences?
- Are clear team goals established and roles assigned?
- Can patients identify who the members of their care team are?
- How does the team manage conflict or disagreement about care decisions?
Stay Engaged in Your Work

happy
rewarded
engaged
productive
Life Cycle of a Nurse

Nursing Education
Provides core fundamentals and/or specialty knowledge of nursing science and concepts

Professional Nursing Certification
Validates advanced competency, clinical appraisal and specialty expertise

Pre-Licensure
Licensed
Post-Graduate
Doctoral-Prepared

Nursing Licensure
Measures entry-level competence

Clinical Nursing Experience
Supports experiences for theory application and skill development

AMN Healthcare
Value for Patients

• More favorable patient outcomes when cared for by a certified nurse on NDNQI measures.

• Raised awareness of nursing care – Nursing continues to be rated the most honest and ethical profession.

  • Assures competence of healthcare professionals – Certification is a mark of excellence for the public.
Value of Certification to Nurses

• Establishes professionalism - creates confidence, pride, and expertise in a specialty area.
• Demonstrates commitment – supports a commitment to professionalism and nursing best practices.
• Validates expert knowledge and skills.
• Promotes a higher level of engagement and personal empowerment.
Owing Your Practice and Your Engagement

- Accountability is doing what you are supposed to do because others expect it.

- Ownership is doing what needs to be done because you expect it of yourself.
Questions to Ask Yourself When Feeling Disengaged

1. Did I do my best to set clear goals today?
2. Did I do my best to finding meaning in my work today?
3. Did I do my best to happy today?
4. Did I do my best to build positive relationships today?
5. Did I do my best to be fully engaged today?

Marshall Goldsmith - Triggers
Leadership Growth

• Leadership success is Incremental.

• Good habits are key.

• Professional development is a journey.

• Remain open to new possibilities.
Test Out Your Leadership
Leadership Development Strategies

• Join a Professional Associations and run for office.
• Participate on Community/State Taskforces or Special Interest Groups.
• Seek Mentorship from leaders you respect.
• Join a Toast Masters Group.
• Write for publication.
• Attend conferences outside of nursing.
• Develop networking skills.
• Work on your executive presence.
YOU DON'T HAVE TO BE GREAT TO START, BUT YOU HAVE TO START TO BE GREAT.
What are your ideas?
Contact Information

Rose O. Sherman, EdD, RN, NEA-BC, FAAN
Editor in Chief, *Nurse Leader*
Professor/Director, Nursing Leadership Institute
Florida Atlantic University
(561) 379-5650
Book *The Nurse Leader Coach: Become the Boss No One Wants to Leave.*
Blog [www.emergingrnleader.com](http://www.emergingrnleader.com)
E-Mail  roseosherman@outlook.com