

*“ALL NURSES ARE LEADERS”*

NEW ENGLAND PUBLIC HEALTH  
NURSING LEADERSHIP SEMINAR

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**Karren Kowalski, PhD, RN, NEA-BC, FAAN**  
**Interim President and CEO**  
**Colorado Center for Nursing Excellence**

# Leadership Paradigm is Shifting

**Managers**

**We are Leader**

**Boss**

**Coach**

**Decision Maker**

**Facilitator**

**Supervisor**

**Servant**

**Traffic Cop**

**Role Model**

**Delegate**

**Visionary**

# Leadership

## **One Definition:**

**The constructive influence of others in the achievement of goals and objectives by providing direction, support or a positive example through role modeling.**

**We lead by being human**

**We do not lead**

**By being Corporate**

**By being Professional**

**By being Institutional**

# BEHAVIORS

**Acknowledge**

**Get Results**

**Coach**

**Empower**

**Build Trust**

**Visioning**



# 1. VISIONING

- **Create A Vision**
  - **Know your Purpose**
  - **Clear and Well Defined**
  - **Positive and Inspiring**
- **Enroll in a Vision**
  - **Create a “Brightness of the Future”**
  - **Frequency of Interaction**
  - **Believable Alternative**

# Build Trust

- ▣ **Accountable and Responsible**
- ▣ **Reliable**
- ▣ **Predictable**
- ▣ **Persistent**
- ▣ **Expertise**



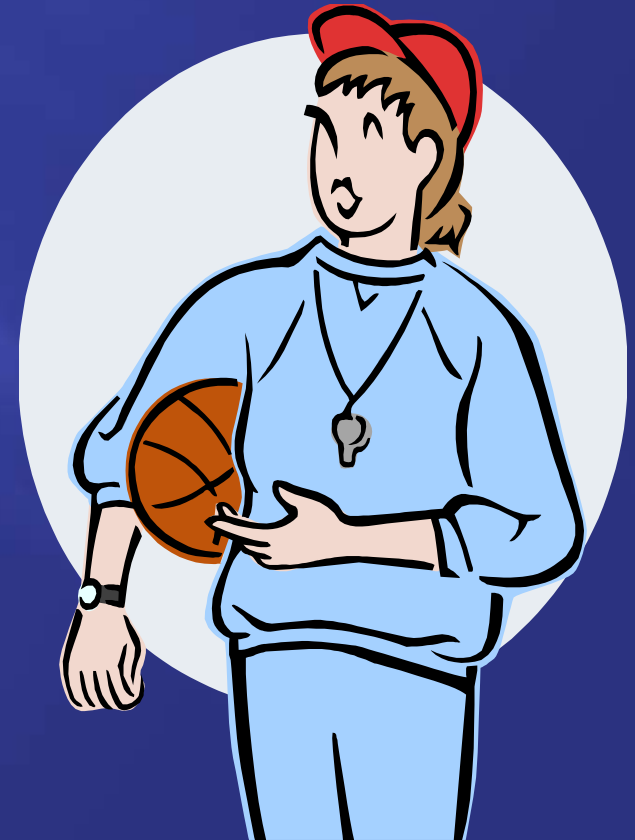
# Empower the People

- ▣ **Take Risks**
- ▣ **Increase Skills**
  - (learning culture)
- ▣ **Enable Staff to Act**
- ▣ **Promote Creativity**



# Coach Staff & Each Other

- ▣ **Administrative Coaching**
- ▣ **Just in Time Coaching**
- ▣ **Peer Coaching**





# Get Results

- ▣ **To Change Behavior**
- ▣ **Attitude**
- ▣ **Provide Skills**
- ▣ **Empower Each of You**  
**to do one thing differently**



# Acknowledge

- ▣ **Be Specific**
- ▣ **Must be Eye – to – Eye**
- ▣ **From the Heart**
- ▣ **Timing is critical**
- ▣ **Public when Possible**



*A leader is a person who*  
*Enables*  
*you to*  
*Go To Places*  
*you would never have*  
*Thought Possible*



# CHARACTERISTICS

- ▣ CHARACTER
- ▣ COMMITMENT
- ▣ CARING
- ▣ CONFIDENCE



# CHARACTER

- ▣ **Defined:**
- ▣ **Who we are when no one else can see**
  - **When no one will discover what we think of do**
- ▣ **The inner form that makes anyone of anything what it is....**
  - Person**
  - Wine**
  - Historical Period**

# What makes up Character?

- 1. A set of Standards or Values**
- 2. A Capacity for Change**
- 3. Moral Accountability**
- 4. Recognize own Bad Habits and say “NO”**
- 5. Forgiveness of Self and Others**
- 6. Humility**

# COMMITMENT

- ▣ **A PASSION**
- ▣ **A FIRE IN THE HEART**
- ▣ **The difference between a successful person and others is not a lack of knowledge or skill, but rather a lack of commitment.**



**Walt Kowalski**  
**BreakThroughs, Inc.**



# Caring / Compassion

- ▣ Leaders simply care about more people
- ▣ Caring is:
  - Risking being with someone and Feeling their pain
  - Healing often emerges from this experience
  
- Giving of Your Self
- Listening
- 100% Present
- Honor the person:
  - Possibilities
  - Hopes and Dreams
  - Contributions





# Confidence

- ▣ **Definition: A Firm Belief or Trust; Certainty**
  
- ▣ **Greatest Deterrent - FEAR**
  - **Level I**
  - **Level II**
  - **Level III**
  
- ▣ **Example -**



**It's Not What Happens  
But How You CHOOSE  
To Respond  
That Determines  
The QUALITY  
Of Your Life**

CAN

DO!

