“ALL NURSES ARE LEADERS”

NEW ENGLAND PUBLIC HEALTH NURSING LEADERSHIP SEMINAR
STURBRIDGE, MA
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Colorado Center for Nursing Excellence
Leadership Paradigm is Shifting

Managers

Boss
Decision Maker
Supervisor
Traffic Cop
Delegate

We are Leader

Coach
Facilitator
Servant
Role Model
Visionary
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

Acknowledging

Get Results

Coaching

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