Utilizing Your Talents to Meet the Leadership Challenge

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Utilizing Your Talents to Meet the Leadership Challenge

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How Can I Utilize My Talents to Motivate Others?

1. What are your three favorite movies?
2. Who was your favorite character?
3. What did you like about that character?
4. What does that character say about you? How would you like to be known?

Highly Effective People

Covey, S. (1998). The 7 Habits of Highly Effective People.
Imagine you had a horrible day, but in the last hour you did something totally different… What would it be?


1. Take Action
2. Try Different Things in Protected Environments
3. Don’t Try to Look for One Perfect Role
4. Build in a Transition Period
5. Make Your Decision Public
6. Don’t Look for a Big Bang to Hit You Over the Head
7. Take Time to Step Back and Reflect

But How Do I Know What I Want to Do?

Imagine you had a horrible day, but in the last hour you did something totally different… What would it be?
Passion

Write down 10 things you haven’t done in a while, that bring you passion.

What is Your image of Yourself in the Future?

Hmm... I've been so busy I never thought of that!

Transitions

William Bridges is one of the most popular authors on change:

1. Three overlapping stages.
2. Endings more significant than beginnings.
3. We tend to focus too much on the benefits of the beginning.
4. Emotions are strongest around loss.
5. When endings are not addressed the repressed feelings emerge in other ways.
Transitions

Take a moment to think about your own transition:

1. What's ending for you?
2. What are the benefits of YOUR beginning?
3. Which emotions are strongest for you?
4. What things can you focus on during the Neutral Zone, while you are in transition between roles?
5. How can you identify the potential pitfalls of your new role and figure out plans to address them should they arise?

Building a Personal Vision

Adapted from Senge, Ackoff, 1999 work on Idealize Design

Why You May be Feeling Discouraged at Work

- Treating every employee as an individual
- Focusing on strengths rather than weaknesses
- Building a positive work environment
- The company mission is compatible with the employee’s values
- There are clear expectations
- The employee’s opinions count
- Opportunity to do their best
- Proper equipment
- Receiving recognition for good work
- Someone (not necessarily the boss) cares about them as a person
- Friendly co-workers
- Someone works with the employee to review their progress and develop plans to learn and grow
- Co-workers are committed to quality work.

Based on a Gallup survey of 50,000 managers.
Strengthsfinder
(Buckingham, 2001; Rath, 2007)

- Based on Donald Clifton, PhD research
- People show greater improvement when we work on their strengths rather than focus on weaknesses.
- Strengths = Talent + Knowledge + Skill.
- Web-based assessment tool
- 34 Possible Strengths

Be Prepared for a Paradigm Shift

Sigmoid Curve (Charles Handy)

Productivity

TIME

A down economy is a good excuse to take a risk...what’s there to lose?

The Greatest Obstacle to Future Success is Current Success!
Mapping a Career Path

The Path of Least Resistance
Peter Senge (2006)
References


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Welcome to our website!
Nurse Leadership Builders in 50 States connecting with leaders desiring to create change托with an idea, a mission, and a perfect outcome. We believe change is always possible and we are dedicated to making it happen.

- Leadership development
- Executive coaching
- Leading change with "gifting" people
- Developing leaders with "gifting" people
- Creating a culture of leadership

New! Now offering Certified Quality and Leadership Certification.

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