Lead Now!
Lead into the Future!

A Conversation on Leadership with:
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Guidelines for Engagement in this Webinar

- We want you to be a meaningful part of this conversation.
- Please type in your comments, questions, or examples in the Q&A box throughout the webinar and Tim Heinle, our webinar manager, will monitor those comments and help us engage with you as best we can.
- At 3 appointed times during this conversation we will encourage you to use the “raise your hand” function, we will “unmute” your microphone, and share your thoughts or ask your question.
- A closing Q&A session will provide an opportunity to bring webinar themes together into a Thematic Goal. Tim will manage both text communication and “raised hands” for audio communication.
- We will endeavor to get to as many colleagues with suggestions, applications, and questions as we can in the webinar. We will reach out post-webinar to those with whom we are not able to connect during the hour-long webinar.
Key Themes

• Leadership Starts with YOU!
• Developing and Sustaining Strong Relationships is More Important Than Ever!
• Front line or Virtual Teams – What Your Team Needs From YOU Today and into the Future!
• Building a Bridge to the Future Requires Thoughtful and Action Based Decision Making
• To Lead Now and into the Future, Leaders Need to Confront the Brutal Facts of the Current Reality AND Have Unwavering Faith in the Future
Leadership Starts with You

• Know Your Strengths and Lead With Them
• Focus on “Why” You Want to Lead (Not just How You Want to Lead/What You Want to Do)
• Develop Your Leadership Stance
Developing and Sustaining Relationships

• Communication for Now and Beyond
  • Vulnerability
  • Honesty
  • Trust
  • Boundaries

• Meet the Four Followers’ Needs: Trust, Stability, Compassion, and Hope
The Four Followers’ Needs

• Trust
• Stability
• Compassion
• Hope
Conversation Engagement

Q&A

Best Practice Strategies
Applications and Ways Forward
What Your Team Needs From You!

• Vulnerability-Based Trust
• The Ability to Be AND Feel HEARD
• A Clear and Compelling Thematic Goal or Rallying Cry
• 200% Team Accountability and Commitment to Results
• Attention to the 4 Elements of Great Managing that Empirical Research is Finding Essential to Colleagues and Employees Today and Beyond
The Five Functions of a Team

• GRAPHIC
Gallup at Work

1. I know what is expected of me at work.
2. I have the right materials and equipment I need to do my work right.
3. At work, I have the opportunity to do what I do best every day.
4. ***
5. My supervisor, or someone at work, seems to care about me as a person.
Building a Bridge with Decision Making

- Building the Bridge While Walking Across IT!
- Decision Making Vultures AND Strategies to Overcome Them
- Leading Change by Understanding People, Processes, and the Path Forward
Better Decision Making

- Beware of the Biases of Decision Making
- Yield Better Decisions by:
  - Talking to the people closest to the issue
  - Widen the “Frame”
  - Reality Test Your Emotions
  - “Dip a Toe” into the Decision
Conversation Engagement

Q&A

Best Practice Strategies

Applications and Ways Forward
Summary: Lead Now and Into the Future

- Confront the Brutal Facts of the Current Reality
- AND Have Unwavering Faith in the Future
Closing Conversation

Q&A

Best Practice Strategies for Leading Now and Into the Future

Applications and Ways Forward