

Motivating Your Team

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“I not only use all the brains that I have, but all that I can borrow.”

Woodrow Wilson

The most effective leaders leverage the skills and ideas from all the people working for them, not just a select few. They bring out the best in people by asking the right questions, extending challenges, debating decisions, and instilling accountability. They attract the most talented individuals and optimize their talent. Simply put, true leaders are people other people are motivated to work for.

Warren G. Bennis was a leadership pioneer who defined leadership as a function of knowing yourself, having a vision that is well communicated, building trust among colleagues, and taking effective action to realize your own leadership potential. The four components of this definition could form questions that we might ask ourselves about our own leadership health. Do you and everyone around you know who you are? Have you communicated your vision to your family, friends and colleagues? Are you actively working to build the trust of your colleagues? Are you taking an active role in developing your leadership potential?

We as perfusionists have been educated and trained to perform a highly specialized and technical skill of managing cardiopulmonary bypass. Traditionally our education does not include curriculum focused on the non-technical skills of leadership. Most perfusion leaders find themselves in leadership positions because they performed well as perfusionists rather than as leaders. Perfusion leaders are typically forced to develop their skills independently or through courses provided by their institution. Unfortunately, the courses provided through institutions are often too generalized and do not focus on the unique challenges of being a perfusion leader.

AmSECT and its talented leaders have been dedicating more time and resources to provide leadership education and training to the perfusion community. This presentation will highlight some of the strategies to develop and maintain a motivated and enthusiastic team.

References

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