Flipping the Leadership Algorithm

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Today’s Presenters

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Today’s Objectives

Learner will recognize the need to flip the leadership algorithm.

Learner will identify at least one method of inviting teammates into process improvement projects.

Learner will identify the advantages of asking better questions.
Flipping the Leadership Algorithm

Jan Brauer RN BSN MA & Rhonda Fischer RN BSN CEN
The only thing consistent is...change
Life feels a bit... slippery

- Organizational impact
- Personal impact
Flip the way we view the challenge

What do you have?
Strengths you can offer?
Strengths the team offers?
Let’s change the algorithm

**ABCs of Leadership**
- Accountability
- Belonging
- Caring

**Flipping the Leadership algorithm**

- **CARE**
  - Start with the heart
- **BELONG**
  - Invite to contribute
- **Ask** a better question
  - Dig deeply into motivation
CARE

• Who are the stars?
• Who are the steadies?
• Who are the survivalists?
CARE = Communication

- Concern
- Confidence
- the power of positive rounding
CARE leader tip: Feed the hungry
• *Relational* leadership is foundational to change

• Invite to identify the gaps present

• Invest in staff ready to lean in and create solutions
What strengths are on your team?

Individually?  By shift?
BELONG leader tip: Invite to solve with you

• Invite & Invest

• How to invite:
  • Share vision
  • Celebrate
  • Release with guardrails
  • Say yes
ASK a better question

From directing to coaching

Essentials of coaching model:
  Time
  Follow through
  Conflict management
Coach asking great questions

- What would it look like?
- When do you plan for that to be done?
- What will it take to get this to turn around?
ASK Leader tip: lead with curiosity
How to flip your leadership algorithm

**CARE**
- Communication
- Feed the hungry

**Belong**
- Invite and invest
- Hold up the mirror

**Ask a better question**
- Coach
- Curiosity
Key Takeaways

To flip your leadership algorithm:

1. Start with heart
2. Invite and invest
3. Ask a better question
Questions?
Questions? Stay in Touch!

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