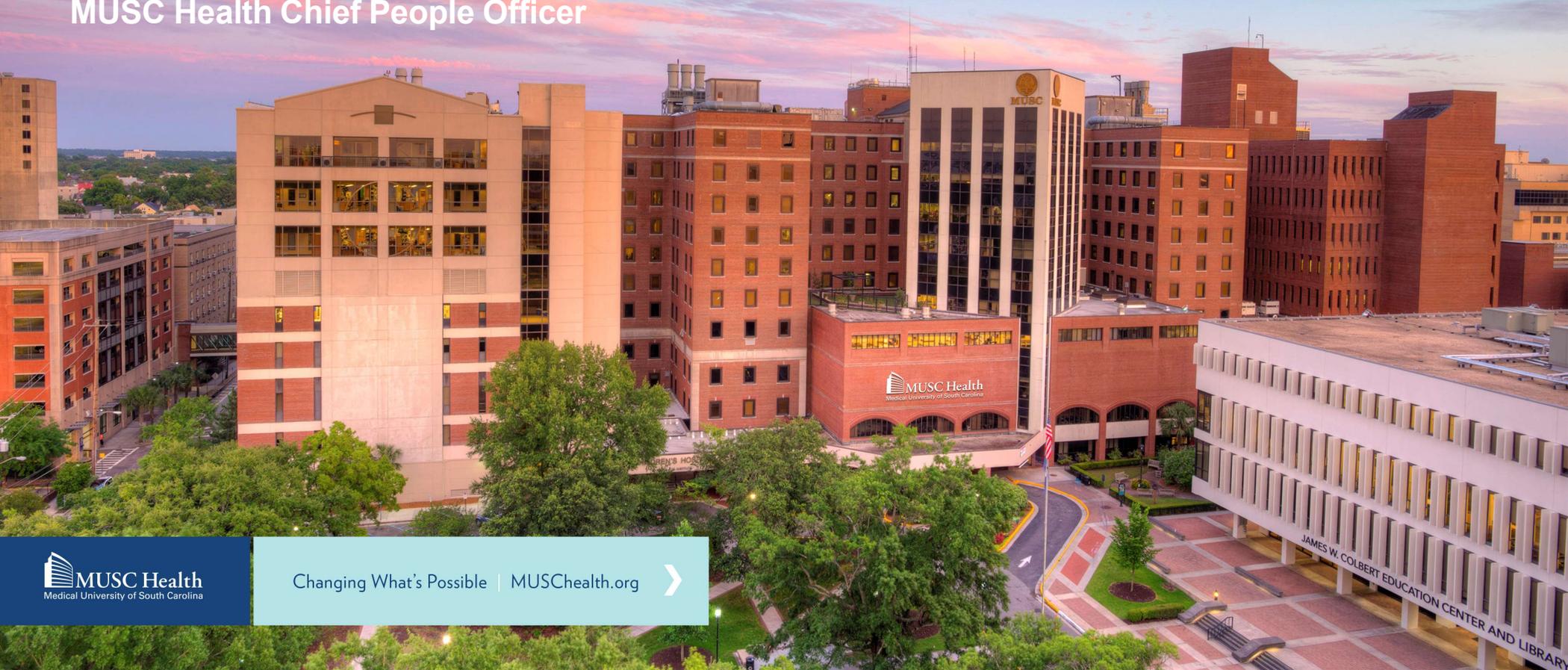


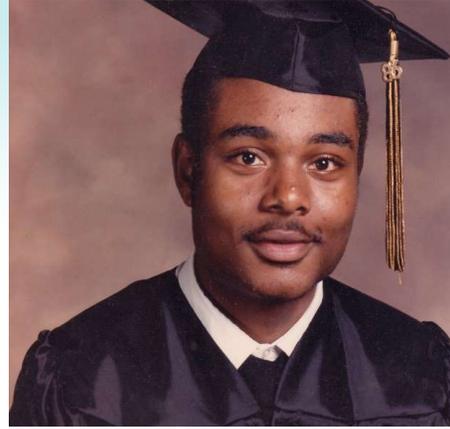
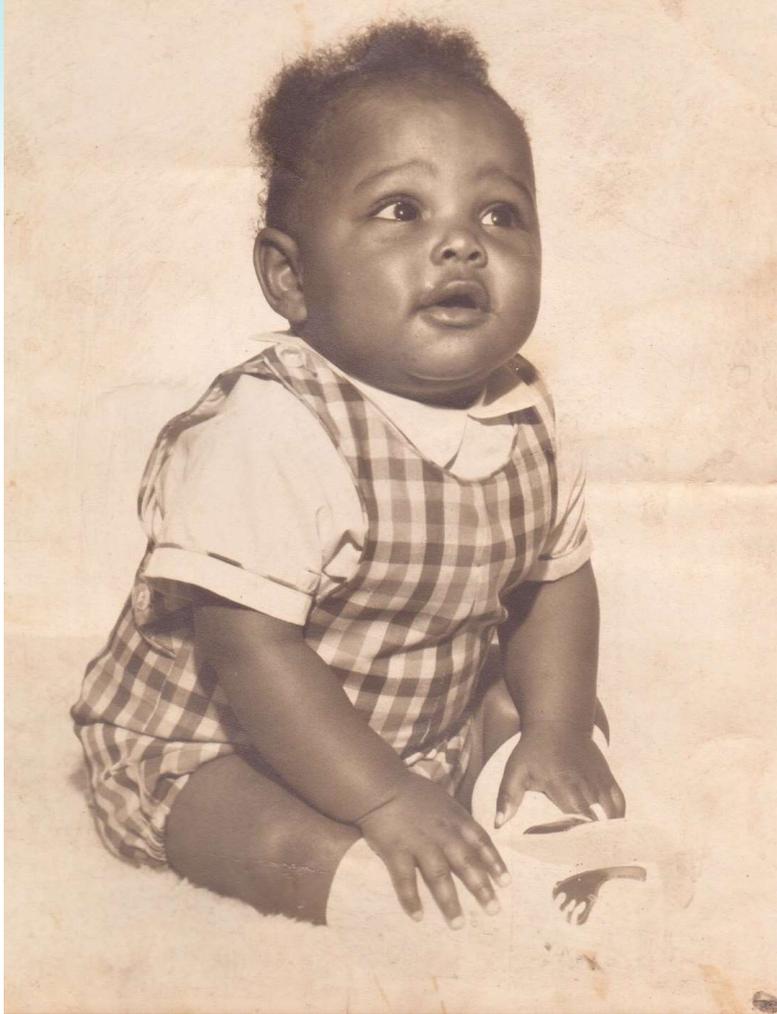
Leading From Where You Are

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Leadership for a Changing World



Leadership

I Googled “Leadership” and there were over 4.8 billion results produced in .66 seconds. Experts agree that there is a wide variety of leadership styles. There is no one perfect style of effective leadership. Unless you can encourage followers, you are not a leader.

- › Inspire others to strive for excellence
- › Teach, mentor, provide guidance



Leadership

“The conductor’s role is to put all the players at ease so that they can play at their best and produce a collective high quality work of art and beauty.” ~Lorin Maazel, NY Philharmonic

“If your actions inspire others to dream more, learn more, do more, and become more, you are a leader.” ~John Quincy Adams

“Leadership is all about creating environments that helps others succeed.” ~Darrick T. Paul



Leadership

“Leadership is a choice you make rather than a place you sit. In other words, leadership comes from influence and not from your position. For this reason, even when you’re not in front, you’re still leading those around you.” ~John Maxwell

“Leadership is about influence, not control. I am not the first person to make this observation, but it is worth repeating... Aspiring leaders would do well to stop focusing on control and figure out how to expand their influence..” ~Michael Hyatt

Leadership

Great leaders do not wait to be in charge before they start leading. By cultivating and leveraging influence, great leaders learn to lead before ever landing in any position of authority.

In order to begin to lead when you're not in charge, you must debunk the myth that authority is a prerequisite for influence. If having authority doesn't necessarily mean you have any influence, it must be possible to have influence before ever having authority. If this is true, it really changes everything about leadership.

Briefly describe your first memory of taking the lead.



Question:

Have you ever worked with someone who focused more on control than influence (or have you been that person)? How did it work out for them/you?



Darrick's Points of Leadership

E - Emotional Intelligence

F - Flexible (Embrace Ambiguity and Change)

F - Focus on Self

E - Equip, Empower and Engage

C - Communicate, Connect and Choose to be Positive

T - Trust

I - Innovate

V - Vision

E - Ethical

L - Listen, Learn and Lead

E - Evolve

A - Appreciate

D - Diversity

E - Execute

R - Resilient and Respectful



Emotional Intelligent

Ability to monitor your feelings and those of others to guide your thinking and behavior.

Not afraid to ask for help

Self-Awareness

Self Regulation and Control

Empathic



Flexible

Embrace Ambiguity

Embrace Change

“Faced with the choice between changing one’s mind and proving that there is no need to do so, almost everybody gets busy on the proof.”

John Kenneth Galbraith, American Economist



Focus on Self

Lead Yourself Well

The smallest crowd you will ever lead is yourself. But it is the most important crowd. If you desire to lead a church, business, or anything in between, you must learn how to lead yourself.

So, learn the art of followership. It is essential for great leadership.

Invest in Yourself

Take full advantage of available learning and development programs, e.g., executive development programs, courses, professional certifications

Take Care of Yourself (Dream Team)

Physical, Spiritual, Mental



Focus on Yourself

“If we could change ourselves, the tendencies in the world would also change. As a man changes his own nature, so does the attitude of the world change towards him.” Ghandi
Saint Seraphim of Sarov said, “Save yourself, and you will save a thousand around you.”

Equip, Engage and Empower

Provide the tools and resources necessary for success

Afford the team the autonomy to perform

Create an environment that is safe and conducive for learning and performance excellence

Support Risk Taking



Communicate, Connect and Choose to be Positive

Communicate Early and Often

Connect people to the mission and vision and each other

Critical Thinking

Collaboration not Competition

“You don’t have to blow out someone else’s candle to make yours shine brighter.” Brad Lomenick



Trust Comes First

There is nothing more important than trust. You can have incredible talent, extraordinary credentials, and even say all the “right” things, but if people don’t trust you, they won’t follow you.

Trust is not an action or a resume, it is a feeling that other’s have about you. This feeling comes from two things:

- 1) a belief that you have their best interests at heart, and
- 2) a confidence that you have the ability and the willingness to help them.



Influence and Inspire

Helping others find a greater purpose to their work.

In the military there is this a sense of duty above self. A loyalty to your comrades, your mission, and your country over your personal needs or goals.

People like Martin Luther King, Winston Churchill, and Mother Theresa didn't develop the ability to inspire others once they had a platform; rather, they were given a platform because they inspired others.

Vision

Paint a picture of where we are going and what will it look like when we get there.

Create a compelling plan and reason to follow.

Focus attention on what matters.



Ethical

Do the Right Thing

At the Right Time

For all of the Right Reasons

Especially if no one else is around



Listen, Learn & Lead

Listen to Understand as opposed to listening to Respond.

Feedback (Give & Receive).

Solicit feedback and guidance from mentors or coaches and colleagues, then genuinely listen to feedback and apply learnings.

Be a Life long learner.



Evolve

Regularly conduct an honest self-assessment.

Stay attuned to the local and global market dynamics.

Change your approach not compromise your values.

Seek challenges that provide opportunities for on-the-job development of critical knowledge and skills.



Appreciate the effort

Appreciate the effort. At the end of the day, everyone is a volunteer. Yes, even the people who report to you. They have more options than you think. If you don't appreciate them, someone else will.

Share the Praise.

Shoulder the Blame.



Diversity

Create environments where differences are appreciated, valued and incorporated.

Be aware of your own unconscious biases.

Ask questions to learn from others with different knowledge, experience or perspective.

Execute

Deliver Results not excuses.

Create energy and synergy to bring out the best in people.

Cultivate Momentum: Take Action And Others Will Follow

More often than not, you should trust your instincts in these situations. If it seems like a good idea to you, then chances are it will seem like a good idea to others also.

I'll say it again, whenever you are questioning whether or not you should act on something that you believe is a good idea, you should absolutely act.



Resilient and Respectful

Respect for the individual which is beyond their title.

Give Respect to Receive Respect.

Accept that things do not always go as planned.



Review your performance as a Leader

1. Assess yourself as a Leader

- Conduct a SWOT analysis - Strengths, Weaknesses, Opportunities, Threats

2. Develop an Action Plan to improve as a leader

- List 2 actions you will undertake to address Weaknesses or capitalise on Opportunities identified
- Apply SMART targets to your actions – Specific,
Measurable, Achievable, Realistic, Time-bound



Some Final Thoughts

- Your role as a leader is more critical than ever
- Refuse to be Passive
- Identify a take-away to work on towards building more effective leadership skills
- What will be your leadership legacy?

