# The ‘Images’ of Leadership guided by Ethics

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# Objectives

- Enumerate preliminary concepts that allow for development of leadership skills
- Address specific types of leadership that can apply to advancing health through the Nurse Category
- Discuss the challenges of leadership
- Inspire action
- Some Leadership tools

Disclaimer

What is your aspiration for today?

What will you do different next week?

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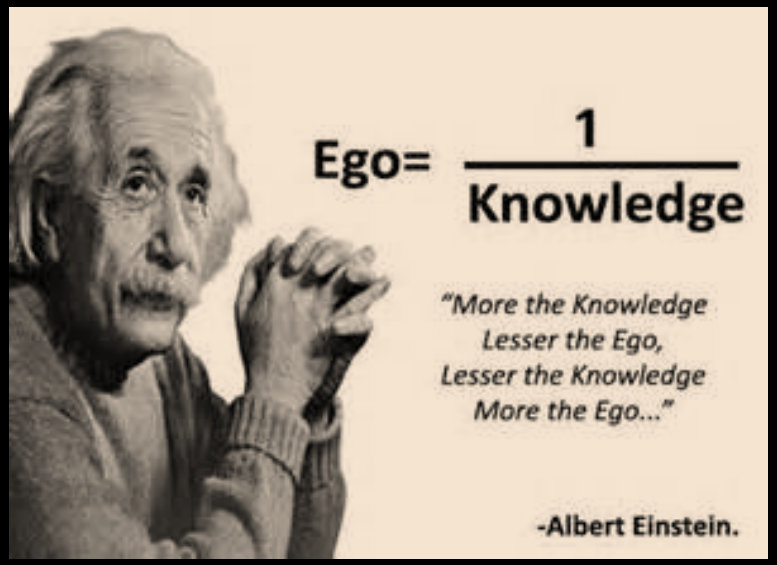
# ‘Preliminary Concepts’ of Leadership

1. Leadership styles differ and everyone ‘leads’ differently.



2. The reward of good leadership is the success of others

3. Resilience must be fundamental to your character.

4. Leadership is about choices and behavior.

# ‘Preliminary Concepts’ of Leadership

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# Leadership Styles applicable to our Corps…

# Ethical Leadership

**Components of Ethical Leadership** - Ethical leadership begins with the way leaders perceive and conceptualize the world around them

Ethical leadership, organizational ethics, and social responsibility are inseparable concepts (developing)

1. How ethical leaders relate and come to understand the world around them involves judgment and action

# Ethical Leadership

2. In sum, the leader's role is to guide the human potential of the organization's stakeholders to achieve organizational aspirations in ways that liberate rather constrain their imaginations and judgment

- Ethical leadership must, then, be effective, efficient, and excellent if it is not to waste human potential

# Ethical Leadership

1. To be effective, efficient, and excellent, four components of ethical leadership must be understood and developed:

   a) Purpose — The ethical leader reasons and acts with organizational purposes firmly in mind. This provides focus and consistency

   **b)*** Knowledge — The ethical leader has the knowledge (**must be shared**) to judge and act prudently

# Ethical Leadership

c) Authority — The ethical leader has the power to make decisions and act, but also recognizes that all those involved and affected must have the authority to contribute what they have toward shared purposes

**d)** *Trust— The ethical leader inspires — and is the beneficiary of — trust throughout the organization and its environment. Without trust and knowledge, people are afraid to exercise their authority

# Ethical Leadership

**Five Modes of Ethical Leadership**

***Inspiration*** — Setting the example so that other committed members will contribute their fullest capabilities to achieve organizational purposes. (the lowest degree of intervention)

***Facilitation*** — Supporting other committed members, and guiding them where necessary, so that they are able to contribute their capabilities as fully as possible.

# Ethical Leadership

***Persuasion*** — Appealing to reason to convince other members to contribute toward achieving organizational purposes.

***Manipulation*** — Offering incentives other than the intrinsic value of contributing to the achievement of organizational purposes, where commitment is lacking.

***Coercion*** — Forcing other members to contribute some degree of their capability where they have little or no commitment to do so on their own. (The highest degree of intervention).

# Ethics: Public Health vs. Clinical Care

**Public Health**

- Population focused
- Public benefit over individual well-being
- Social justice
- Justice: maximizing benefit / minimizing harm to group

**Clinical**

- Patient focused
- Promote individual well-being, individual autonomy
- Doctor / Patient relationship is central
- Justice as fairness: treat equal patients equally

# Transformational Leadership

- Individualized Consideration
- Intellectual Stimulation
- Inspirational motivation
- Idealized Influence
- Authenticity in approach

# Net-Centric Leadership

- Highly adaptable
- Leadership v. management
- Network v. individual
- Non-attributional
- Dispersed

You can drive the future or be a victim of it.

http://vimeo.com/76231245#t=2

# Leaders

Set the *Tone*

*Model* the Way*

*Inspire* the Future

***The Five Practices of Exemplary Leadership® Model**

(Inspire a shared vision, Enable Others, Challenge the Process, Encourage the Heart)

# EVERYONE HAS A PLAN ‘TILL THEY GET PUNCHED IN THE MOUTH.

Resource Cuts…

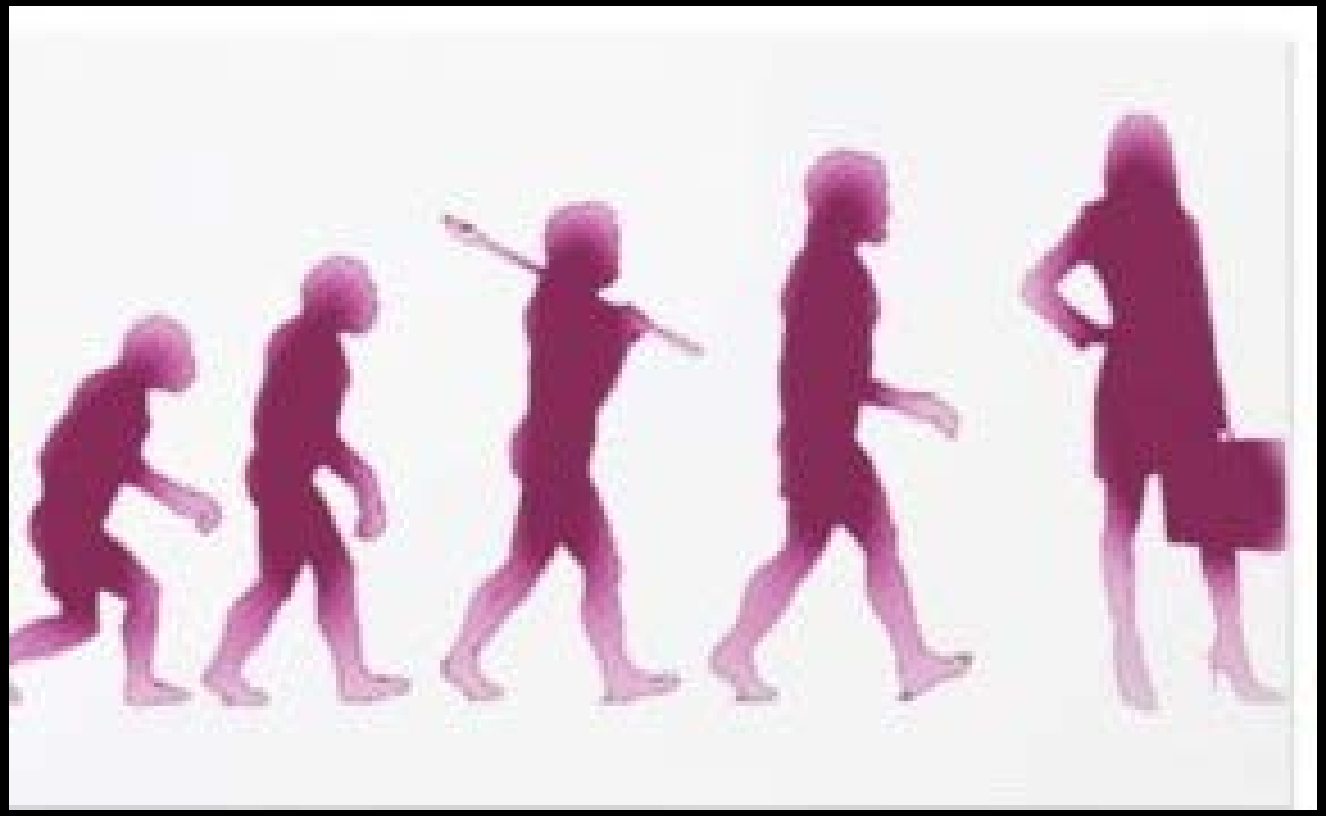
# Challenges of Leadership

1. It can be exhausting and ‘solitary’
2. Gaining trust is not easy
3. Solve complex issues in the absence of logic
4. Change is inevitable… embrace it
5. Not everyone is a natural leader

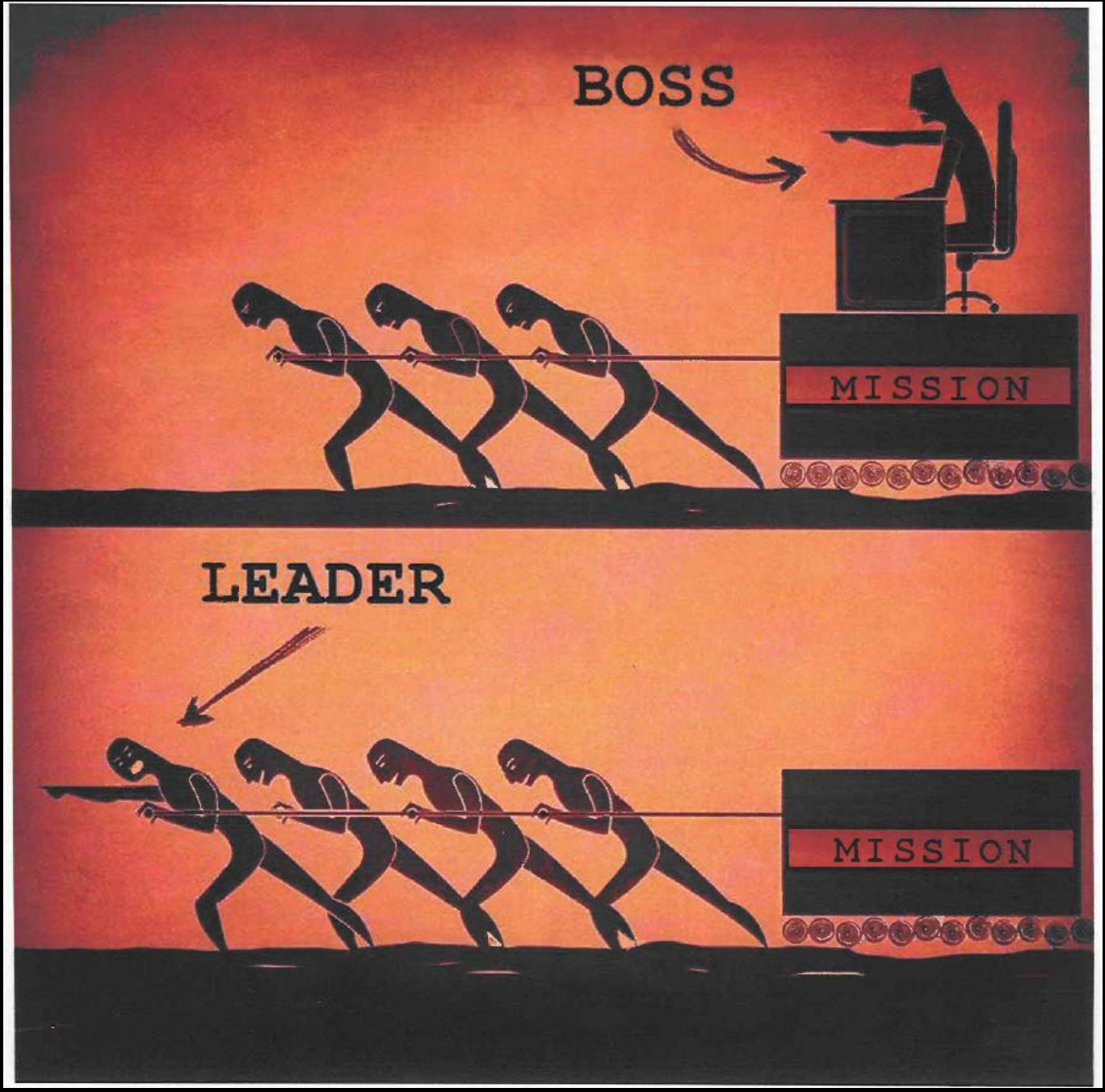
# Practice ‘Leadership’ Daily

1. Assess the situation – practice leading in the most effective ways.
2. Be prepared for the challenges and be resilient.
3. Continue to mobilize the unique network and drive the future.
4. Build Bridges.

# 5. Don’t forget to ‘evolve’….



If you want to motivate, light a fire *under* them; if you want to inspire, light a fire *within* them.


BOSS
MISSION
LEADER
MISSION

# Your Brand

Five questions you need to answer:

1. Identify your brand, what is your passion?
2. How to make your passion work for you?
3. What are your indicators for your brand's success?

# Your Brand

4. What is important to you by establishing your values (core)?
5. Where are the spheres in which your brand operates?

Resources to support your Brand:

- Mentors, Coaches, and Sponsors
- SWOC
- Get involved with an organization which shares your passion…

# Leadership Vision: Focusing on sustainability

- Vision: Communicate it effectively
- Establish your Commander's intent (well-defined)
- Branding
- Succession planning
- SWOC-Strength, Weakness, Opportunity, and Challenges
- Leverage your BEST (your portfolio attributes)

# Leadership Vision: Focusing on sustainability

Interpersonal attributes

– Cultural intelligence
– Emotional Intelligence
– Building relationships/Networking (Sniffing)
– Experiences (Programmatic and/or Operational)
– Form vs. Function
– Effective communicator

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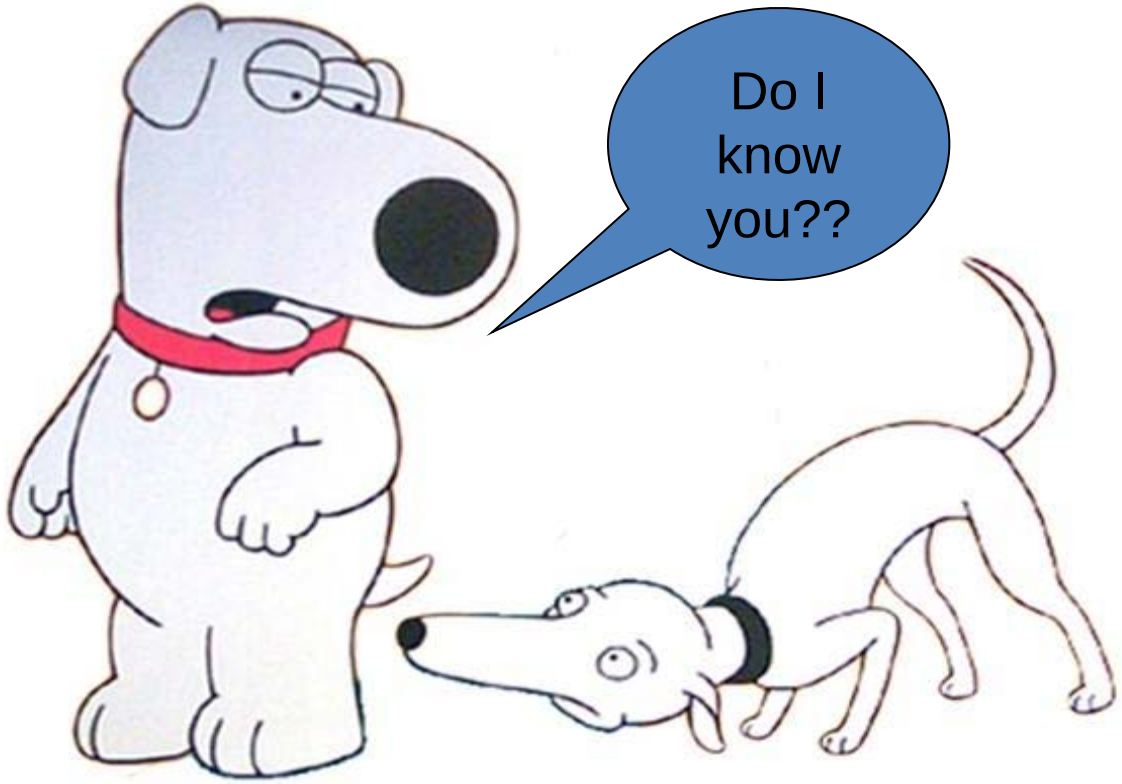
# Building Relationships




**Sniffing Leads to Trust when Building Relationships**

# Leadership Pace

**"Know what you know**
**and find out**
**what you don't know!**
**THEN**
**Know you have to know**
**everything about what**
**you DO know"**

1. Always maintain your professionalism and stay focused on the “Mission”
2. Do not peak to soon! Slow Down…
3. Have balance in your LIFE!

One more thing…Do not take yourself so seriously.
I call myself the Haitian Sensation “HS”

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# QUESTIONS?

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