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# Leadership: The importance of Self

# Learning outcomes



LEADERSHIP IS ABOUT MAKING OTHERS BETTER AS A RESULT OF YOUR PRESENCE AND MAKING SURE THAT IMPACT LASTS IN YOUR ABSENCE.

- Explore your own personal qualities as a leader

- Identify the attributes of a good leader

- Examine the qualities of Thought Leadership

- Critically explore the notion of Self-Leadership

- Reinforce the importance of Self as a leader

# Am I a leader?
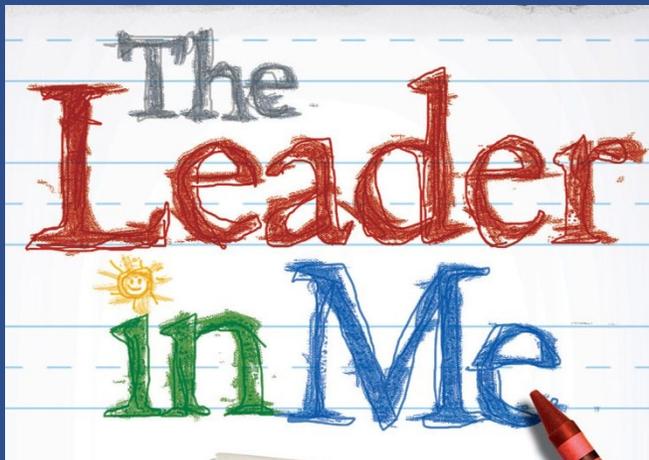


- As Specialist nurses you are already a leader – specialist care, unit, team etc

- Some are born leaders but most learn to lead

- Many theories, courses, programmes, also role models

- Current thinking is focused on collaborative leadership not 'superheroes' (Kings Fund 2011).

- Ecclectic: dependent on what you lead.

- Two theories:

   Thought leadership

   Self Leadership

# What makes a good leader?

- In your mind, what makes an effective leader?

- Think of all the specialist nurses - who do you believe is an effective leader and why?

- What qualities make someone a good leader?

# Attributes of a good leader

**(Kline 2019)**

# Trust



- Clear vision and mission

- Selfless leadership

- Prepare your team to do the job, to take the risks you expose them to.

- Never stop learning

# Thought Leadership



- Thought leaders are trusted authorities, built on their experience and credibility over time and based on knowledge and evidence, not hearsay (IFM 2017)

- More than simply answering questions - involves the ability to predict trends, provide evidence-based opinions on current issues and give a unique perspective. (IFM 2017)

- Know what you are talking about and admit when you do not know.

## Self-leadership 1

- Given the complexity of healthcare delivery **YOU** will be responsible to *deliver* and then *lead* care at different levels: individual, group, community, department, division

- Self-leadership is something everyone is capable of.

- Working from the 'inside out' – thinking and behaving differently

- Focuses on the importance of communication – the way we interact with and understand each other

- The opportunity to create a different kind of leader for healthcare services is immense (Holroyd & Brown 2011)

# Self-leadership 2

- Modern leadership is not about title, not about systems (we are all part of many systems) – it is about every single individual and their relationship with 'self'

- A way to tap the human spirit to create constructive change

- A way to bring out the best in people

- A way to move people to well-being and away from problems

- A way to draw out internal resilience

- A way to prevent community problems from the inside-out

(Pransky 2003)

SELF
LEAD Self-Leadership Discovery

# The Importance of Self

trust yourself

- Be part of the solution, not part of the problem

- Be positive when all appears negative

- Be altruistic not a selfish leader

- Take your team with you, not forge ahead without them.

- Value your team, they are your most valuable asset

- You set the culture and values

- Know when to lead and when to follow

- Create trust and respect from your team.

# Be that leader you want to see

- Empower yourself to lead

- Know your subject

- **You** are nursing's future

- Realise your potential

# Recognise yourself as an effective leader

- http://www.youtube.com/watch?v=UhxINyIZ454

# Conclusion



- **Attributes of a good leader?**
  - Be trustworthy
  - Take care of yourself and colleagues
  - Commend your colleagues
  - Have courage to stand up and speak when care quality is poor

- **What do you mean by thought leadership?**
  - Take the trouble to learn what you are leading

- **What do you mean by self-leadership?**
  - Believe in yourself and stay true to your values
  - Have a purpose

- **Step up and realise your potential**

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**Good Luck!**