

Leadership Principles: A Refresher

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ACCME guidelines require disclosure of financial or commercial interest

I have no relevant financial or commercial disclosures



Leadership : Definition

- **Leading people: Influence-the mark that we leave on an organization**
- **Managing people: Organizational charts, budgets, planning, strategic initiatives, tactics, etc.**

Great Leaders

- **Ghandi**
- **Martin Luther King**
- **Mother Teresa**
- **Jesus Christ**

Common Trait?

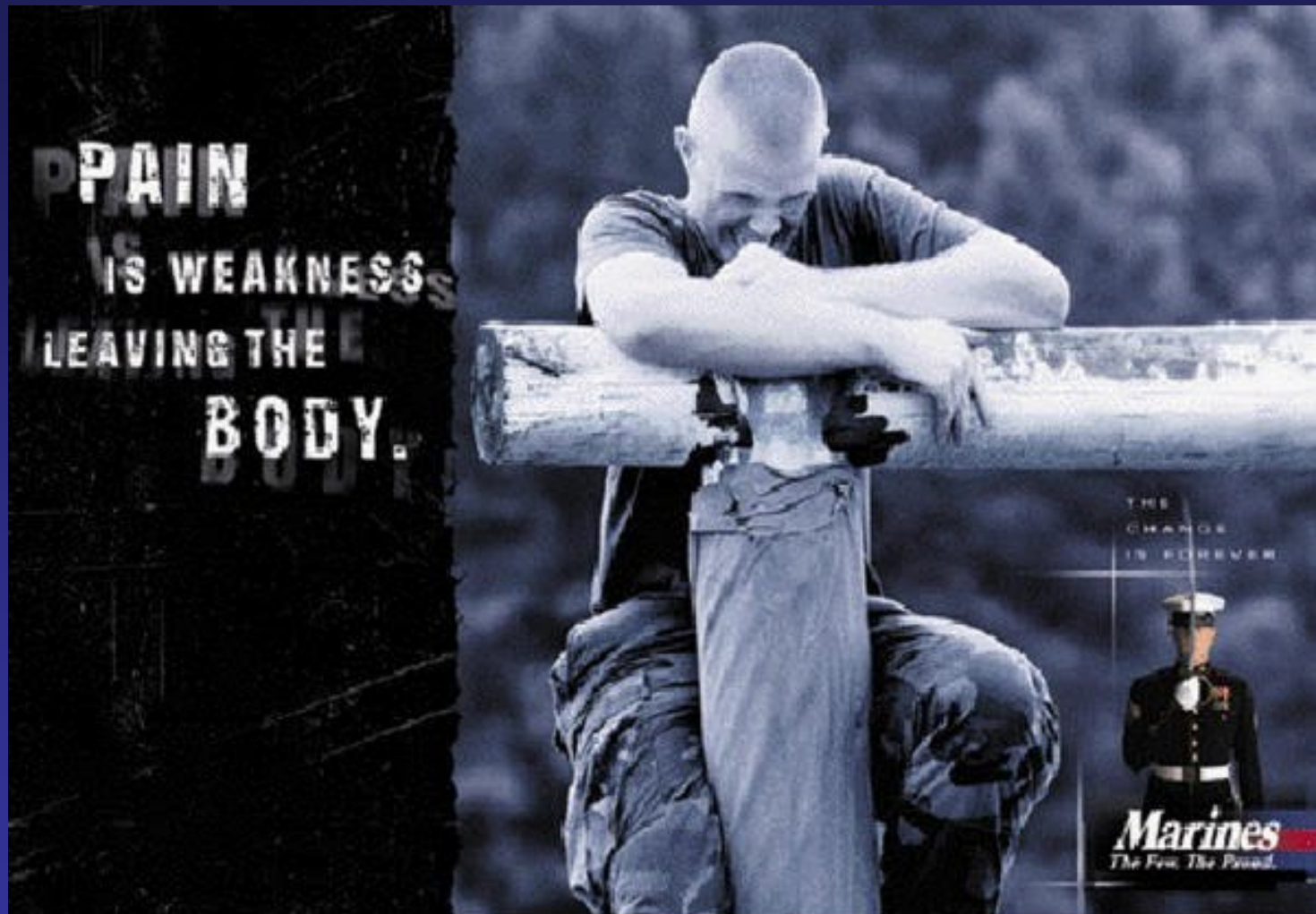
They were great servants-

They followed the Golden Rule:

Treat people the way you would like to be treated

Serving the organization and those that work within it is not the same as being a slave to the organization

Old Paradigm of Leadership



PAIN
IS WEAKNESS
LEAVING THE
BODY.

THE
CHANGE
IS FOREVER

Marines
The Few. The Proud.

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Old Paradigm of Leadership



RECRUITS ARE LIKE CIGARETTES

Smoke them if you got them!

New Paradigm of Leadership

- **Humility-great leaders are “focused on others, not themselves”**
 - to lead a department you must change from the idea of “me to we”
- **Honesty and integrity-great leaders will do what’s best for their people and their organization**

New Paradigm of Leadership

- **Good leaders are like good parents: they hug hard and they spank hard**
- **Great leaders are able find the sweet spot between hugging and spanking**

Leadership: Nature or Nurture?

- Leadership is a skill that must be learned, refined and practiced consistently
- Leadership=character in action
- Character-doing what is right even when it cost you something (doing what is right when no one is looking)

Traits of a Great Leader

- **Good role model**
- **Honest**
- **Committed**
- **Positive attitude**
- **Good listener/communicator**
- **Treat others with respect/caring**
- **Hold people accountable**
- **Appreciative and encouraging**

Find a Great Mentor

- Builds relationships
- Gains mutual trust
- Provides counsel
- Models ethics and standards
- Inspires others
- Models self-less service

Honesty

- **Free from deception**
- **The quality most demanded of a leader**
- **Builds trust**
- **Allows us to clarify expectations**
- **Hold our people accountable**
- **Consistent and predictable**
- **Equitable**

Commitment

**The next time you are eating a breakfast
of eggs and bacon remember:
The chicken was intimately involved but
the pig was absolutely committed!**

Commitment

- **Great leaders are committed to becoming better leaders**
- **Great leaders are committed to growing and positively changing the organization for the better-- continuously**

Commitment

- **Leaders distinguish themselves during adversity**
- **Those within the organization will watch the closest during those times**
- **Remember that leaders are committed to self-less service-what is best for your faculty and the organization**

Positive Attitude

- **No one wants to work for Debbie Downer**
- **Steel can't be made without a fire**
- **Are you a splatter or bouncer?**
- **Don't take rejection personally**
- **You will always have a boss!**

Listening

**“You ain’t learnin’ nothin’ when you’re
doing all the talkin’”-**

Lyndon B. Johnson

Benefits of Listening

- Shows respect
- Builds relationships
- Increases knowledge
- Empowers others
- Generates ideas
- Builds loyalty

Respect and Kindness

“Be kind to others. How far you go in life depends upon your being tender with the young, compassionate with the old, sympathetic with the striving, tolerant of the weak and the strong. Because someday in your life, you will have been all of these-”

George Washington Carver

Respect and Kindness

- **Respectfulness: Treating others as important**
- **People want to feel that their opinions, actions, personal lives, professional lives are important to the leader and the organization**
- **“ You can disagree without being disagreeable”**

Demand Excellence

- **Leaders need to be demanding when fulfilling the vision**
- **Effective leadership does not accept poor performance or mediocre results**
- **Hold people accountable with honesty and transparency**
- **Applaud the successes in public and rebuke the failures in private!**

Appreciative and Encouraging

- The leader has a vested interest in the success of those being led
- Two types of departments led by: King vs Captain
- Encourage your people but push them to meet their potential
- Don't expect ducks to become eagles

Find Talent and Refine It

“Men (women) are developed the same way gold is mined. Several tons of dirt must be moved to get an ounce of gold. But you don’t go to the mine looking for dirt-you go looking for gold”-

Dale Carnegie

Find Talent and Refine It

- Don't be intimidated or afraid to recruit talented people that fill the need of the organization
- Encourage and support them
- Give them what they need not what they want
- Give them all the credit!

Summary

- **Leadership is a skill to be continuously developed and refined**
- **Requires hard work and an attitude of gratitude and self-less service**
- **Follow the Golden Rule with honesty, transparency and humility**
- **Recruit talented individuals and encourage and support them**
- **Leave the organization better than you found it!**

My Hero

Story from a Minnesota State Trooper:



I made a traffic stop on an elderly lady the other day for speeding on MN State Highway 210 at Mile Marker 197 just East of McGregor, MN.

I asked for her driver's license, registration, and proof of insurance.

The lady took out the required information and handed it to me. In with the cards I was somewhat surprised (due to her advanced age)

to see she had a Conceal Carry Permit. I looked at her and ask if she had a weapon in her possession at this time.

She responded that she indeed had a .45 automatic in her glove box.

Something---body language, or the way she said it---made me want

to ask if she had any other firearms. She did admit to also having a 9mm Glock in her center console. Now I had to ask one more time if that was all. She responded once again that she did have just one more, a .38 special in her purse. I then asked her what was she so afraid of.

She looked me right in the eye and said, "Not a f---ing thing!"