

DEVELOPING YOUR LEADERSHIP MINDSET:

FOUR KEY SKILLS TO INFLUENCE AND LEAD CHANGE

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OHSU DoM CARES

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DISCLOSURES

- *I co-direct and am currently recruiting participants for OHSU School of Medicine's **Making a Meaningful Difference** and **Paths to Leadership** programs*

ADDITIONAL DISCLOSURES

- *I care about helping OHSU faculty, staff and trainees realize their dreams, professionally and personally*
- *I believe that the leadership practices I share with you today can offer an antidote to some types of professional burnout*

**LEARNING
OBJECTIVES:**

**BY THE END OF
THIS SESSION
PARTICIPANTS
WILL BE ABLE TO:**

- 1. Consider leadership from the perspective of four practices for influencing and leading change.*
- 2. Develop a personal action plan to increase your capacity in one of four key leadership skills.*

**A CLASSIC
DESCRIPTION
OF SIX
LEADERSHIP
STYLES:**

- *Visionary*: “Come with me.”
- *Democratic*: “What do you think?”
- *Affiliative*: “People come first.”
- *Coaching*: “Try this.”

- *Pacesetting*: “Do as I do, now.”
- *Coercive*: “Do what I tell you.”

IMPACT

=

INSPIRING

+

CONNECTING

+

INFLUENCING

+

EXPERIMENTING

**FOUR KEY
SKILLS TO
INFLUENCE
AND LEAD
CHANGE:**

- 1. Articulate your vision*
- 2. Connect with colleagues.*
- 3. Influence up, down and across.*
- 4. Experiment and move to action.*

**SKILL
ONE:**

Articulate your vision.

- *Create an inspiring picture of a desired future.*
- *Share it with others.*

*“Working hard for something we
don’t care about is called stress.
Working hard for something we
care about is called passion.”*

SIMON SINEK

“Martin Luther King, Jr. gave the
‘I have a dream’ speech, not the
‘I have a plan’ speech.”

SIMON SINEK

**SKILL
TWO:**

Connect with colleagues.

- *Ask others for their perspective.*
- *Listen with your eyes and heart as well as your ears.*

“Seek first to understand and
then to be understood.”

STEPHEN COVEY

“If you are not being heard,
there is something you are
not hearing.”

LPR GROUP

TIME TO PRACTICE

**PRACTICE IN
PAIRS**

**3 MINUTES
EACH**

**ASK YOUR
PARTNER ONE
OF THESE
QUESTIONS**

**LISTEN WITH
YOUR EYES AND
HEART AS WELL
AS YOUR EARS**

*What is the difference you would
like to make here at OHSU?*

IF YOUR PARTNER DRAWS A BLANK, ASK:


*What brings you alive at work? OR
Why did you go into academic medicine?*

**SKILL
THREE:**

Influence up, down and across.


- *Do what you say you will do.*
- *Ask for help.*
- *Say thank you.*

**IS THIS HOW
INFLUENCE
WORKS?**




I have something
important to tell you.
I want you to listen to
my perspective.

**OR DOES IT
WORK MORE
LIKE THIS?**



I am interested in what is
going on in your world.
I am ready to listen to your
perspective.

AND



I have something
important to tell you.
I want you to listen to
my perspective.

“Be a person who sees others, who grasps who they are and what is important to them;

Who gets behind them and moves them ahead in their world.

Be a person who puts your projects out to others, lets them know who you are and what is important to you;

And allows them to get behind you and move you ahead in your world.”

BARRY OSHRY

**SKILL
FOUR:**

*Experiment and move to
action.*

- *Use “next action” thinking.*
- *Prototype like it’s a verb.*

“Start where you are.
Use what you have.
Do what you can.”

ARTHUR ASHE

“What’s the next action?”

DAVID ALLEN

MORE PRACTICE

**BACK IN SAME
PAIRS**

**3 MINUTES
EACH**

**ASK YOUR
PARTNER THESE
QUESTIONS:**

Whose help do you need?

PICK JUST ONE PERSON TO START WITH

*How could you approach them to
get the conversation going?*

HOW COULD YOU INQUIRE ABOUT THEIR PERSPECTIVE AT THE
SAME TIME AS YOU SHARE YOUR VISION AND PASSION?

What “one small step” is next?

BE SPECIFIC: WHAT NEXT ACTION WILL YOU TAKE, BY WHEN?

**MY WISH FOR
YOU:**

- *Pick one of these skills and **practice**. Practice some more. Practice in everyday life.*
- *Start small...*
- *Step up!*

**IF YOU WANT
TO LEARN
MORE:**

Making A Meaningful Difference

OCTOBER-NOVEMBER 2017

FIVE WEEKS ONLINE: OCT 16-NOV 15, 2017

(WITH TWO RECOMMENDED IN PERSON MEETINGS OCT 18 & NOV 12)

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Paths to Leadership

JANUARY-JUNE 2018

22 WEEKS IN PERSON TUESDAYS 4-5:30pm ON MARQUAM HILL

APPLICATIONS DUE NOVEMBER 20, 2017

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FOR MORE DETAILS GOOGLE:

“OHSU PATHS TO LEADERSHIP” AND/OR

“OHSU MAKING A MEANINGFUL DIFFERENCE”

**QUESTIONS?
CHALLENGES?
REFLECTIONS?**

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