Practices of Reflective Leaders
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Sara Horton-Deutsch
Introduction

- How does reflection on experience help leaders identify leadership practices...particularly ways of leading they want to continue to enact, or to extend, challenge or overcome?
NLN/Johnson & Johnson Faculty Leadership & Mentoring Program Participants 2007-08

Judith Halstead (Indiana University)

Kay Hodson-Carlton (Ball State University)

Sara Horton-Deutsch (Indiana University)

Mary Lou Morales (Ogden-Weber Applied Technology College)

Kristine Nelson (The University of Texas at Arlington)

Karen T. Pardue (University of New England)

Catherine Pearsall (St. Joseph’s College)

Kim A. Stiles (Ohlone College)

Diane E. Whitehead (Nova Southeastern University)

Eileen H. Zungolo (Duquesne University)

Patricia Young (Project Director)
Original Study

- Hermeneutic (interpretive) analysis
- 23 nurse faculty leaders
- Telephone interviews
- IRB approved
- Analyze transcribed interview texts
Follow-up Studies

The Practice of Reflecting on Ones Experience
Practices of Reflective Leaders: Being Thrust into Leadership

Patricia Young, PhD, RN
School of Nursing
Minnesota State University, Mankato
Mankato, MN
Taking on Something New and Succeeding

- Unanticipated opportunity
- Feeling unprepared
- Taking stock
Enacting Ways of Being

- Not seeing oneself as a leader
- Following passions
- The significance of education
Building in a Pause

- Letting a request marinate
- Gauging capacity
- Being transparent
Acknowledging and Identifying One’s Feelings

- Triggering reflective thinking
- Making meaning of experience
Think, Pair, Share

- Partner with someone and share an experience you have had being thrust into leadership and how you used or could have used reflective practices.
Practices of Reflective Leaders: Taking Risks

Karen Pardue, PhD, MS, BS, RN, CNE, ANEF
Westbrook College of Health Professions
University of New England
Biddeford/Portland, ME
Leadership and Risk Taking
Initial Work

• Trying Something New

• Speaking Up
Doing Your Homework

Weighing pros & cons

Learning the context

Cultivating relationships
Doing The Right Thing

- Sense of responsibility
- Enacting a vision
- Being true to oneself
Being Willing to Fail

- Culture of experimentation
- Learning from failure
- Engaging in hard work
Think, Pair, Share

Partner with someone and share an experience of a time you took a risk and how you used or could have used reflective practices.
Practices of Reflective Leaders: Facing Challenges and Advancing Reform

Sara Horton-Deutsch, PhD, RN, ANEF, FAAN
College of Nursing
University of Colorado-Denver
Aurora, CO
Facing Challenges

- Reflecting
- Persevering through difficulties
- Learning to relate to others in new ways
Self-Discovery through:

- Self-awareness
- Other awareness
Relating in new ways to build consensus

- How can I build consensus when I face a divisive issue?
- What can I do to stay resilient when facing challenges?
Advancing Reform

A number of intentional leadership practices support leadership development for advancing reform.
Engaging With Others:

- In what ways do I reach out to others in the change process?
- Do I listen carefully and seek feedback?
- Is my approach inclusive?
- What is my response to change?
Cultivating Environments for Change:

- How accepting is your environment to change and reform?
- What approach do you use in working with others throughout the change process?
- Are you open to taking baby steps in support of future larger steps?
Think, Pair, Share

Partner with someone and share an experience you have had cultivating an environment to promote change or advance reform and how you used or could have used reflective practices.
Practices of Reflective Leaders
References


Internet Photo Sources

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