Global Leadership: Expanding Your Influence

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## Faculty Disclosure

<table>
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<td>Conflicts of Interest:</td>
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## Purpose

The purpose of this presentation is to inform all nurses of their ability to develop a plan to become leaders and influence global health.

To view the slides, go to: [www.bit.ly/LC16Repository](http://www.bit.ly/LC16Repository) and search for: **LEAD16PLN1**
Objectives

Personally acknowledge one’s potential scope of influence and capacity for influencing others

Describe a leadership model and appreciative inquiry approach as one method of self-awareness in leadership development

Recognize the value of intentionality in designing your leadership development journey
Influence is the capacity to have an effect on the character, development, or behavior of someone.
Why is influence important?
Challenges Facing Nursing

Workforce Issues
Aging workforce with increase in retirees
Nursing shortages

Educational Issues
Large spectrum of educational requirements for nursing globally

Work environments
Staffing levels
Job safety
Incivility

Practice Issues
Inability to practice within full scope for many nurses
Global Nursing Leader Shortage

Over 400,000 nurse leaders in formal leadership positions

5,800 chief nurses in the US leading 3.1 million nurses

17,500 chief nurses globally leading 19 million nurses

World Institute
Challenges Facing Health Care

- Communicable and non-communicable diseases
- Health care access
- Work environments
- Rapid changes in health care (technology)
- Business of health care
Your Personal Influence

What is your current position?

On average, how many people do you influence in a month’s time?

In what context or specific area do you influence?

Where do you see yourself advancing within the next 5 years?

How many people do you project being able to influence within the next 5 years?
2015-2017 Presidential Call to Action

Influence to Advance Global Health and nursing
Influence through Advocacy

Influence through Policy

Influence through Lifelong Learning

Influence through Philanthropy
Influence through Advocacy

Develop advocacy expertise
Personally engage in advocacy
Foster advocacy partnerships
Influence through Policy

Develop relationship with legislator

Analyze evidence to inform policy

Engage in policy initiatives

Lead policy change
Influence through Lifelong Learning

Develop personally and professionally
Volunteer and serve as mentor for next generation leaders
Utilize STTI resources
Influence through Philanthropy

Contribute time and talent
Generate charitable donations
Support Future, Leadership,
Research Funds

From the Greek word “love of mankind” and action for betterment of humanity
Leadership Theories

Transactional
Transformational
Authentic
Transcendent
Quantum
Kouzes & Posner Model: Framework for Leadership Development

Five Practices of Exemplary Leadership®

1. Model the Way
2. Inspire a Shared Vision
3. Challenge the Process
4. Enable Others to Act
5. Encourage the Heart

Kouzes & Posner 2013
Model the way

Personal example of expectations
Follows through on promises and commitments
Seeks feedback
Builds consensus
Clear about leadership philosophy
Inspiring a shared vision

Talks about future trends that influence work
Compelling image of future
Share exciting dream of future
Long-term interests in enlisting common vision
“Big picture” of what aspire to accomplishment
Genuine conviction of higher meaning and purpose work
Challenge the process

Seeks challenging opportunities testing skills and abilities
Try new and innovative work
Searches outside formal boundaries of organization
Asks “what can we learn”
Set achievable goals, concrete plans, and measurable milestones
Experiments and take risks, even if chance for failure
Enable others to act

- Develops cooperative relationships
- Actively listens to diverse points of view
- Treats others with dignity and respect
- Supports decisions
- Gives others freedom and choice in doing work
- Ensure grow in job by learning new skills and developing
Encourage the Heart

- Praises people for job well done
- Inform confidence in other’s abilities
- Creatively rewarded for contributions
- Publically recognizes commitment to shared values
- Celebrates accomplishments
- Appreciation and support for contributions
Self-Awareness
Appreciative Inquiry (AI)

AI approach is grounded in positive psychology
Reflect on what has influenced the best possible outcomes
What were the contributing factors?
How can you highlight and enhance these factors?
AI 4D Cycle

**Discovery**
“What gives life?”
(the best of what is)
Appreciating

**Destiny**
“How to empower, learn and adjust/improvise?”
Sustaining

**Design**
“What should be—the ideal?”
Co-constructing

**Dream**
“What might be?”
(What is the world calling for?)
Envisioning Results

**Affirmative Topic Choice**

*Appreciative Inquiry “4-D” Cycle*

Cooperfield & Whitney 2007
Nurses must influence the future of healthcare

Nurses have the ability and the responsibility to effect positive change

Intentional leadership is key to enact change

State of urgency and opportunities serve as platform for nurse leaders
Influential nursing leadership is essential to improving global health.
Reflections on Leaders

Committed to principles – unwavering core values
Value the importance of relationships
Convey and share a vision
Adaptable to changing environment
Apply multiple approaches appropriate to the setting
Persistent – face challenges
Develop a Leadership Plan

Identify your values
Define your professional vision statement
Identify short-term and long-term goals
Design strategic action plan for intentional development
Select a mentor(s) who can guide you
Create timeline and update regularly
A JOURNEY OF A THOUSAND MILES BEGINS WITH A SINGLE STEP.

_LAO TZU_
Respiratory Health Association (RHA) Leadership Journey
Our Mission:
Advancing world health and celebrating nursing excellence in scholarship, leadership, and service

Our Vision: The Global organization of choice for nursing
STTI Leadership Journey
A mentor commits to guiding and supporting an individual’s development personally and professionally.
What is a Mentor?

The most effective mentors:
welcome individuals into the profession and take a personal interest in their career development and well-being;
willingly to share their knowledge, materials, skill and experience with those they mentor.
Characteristics of Effective Mentors

Knowledge of their field:
- Considered by experts in the field
- Set high standards
- Enjoy and are enthusiastic about the field
- Continually develop as professionals

Use a variety of techniques in mentoring relationship - to support the mentee achieve his/her goals
Characteristics of Effective Mentors

Earned respect of colleagues:
Listen to and communicate effectively with others
Recognize excellence in others and encourage it
Committed to supporting and interacting with their colleagues
Clarifying Expectations

The frequency of contact, the availability and the accessibility of the mentor and the recipient.

The amount and kind of support that are needed by the recipient or that can be provided by the mentor.
Mentoring Relationships
Chapter leaders are essential to STTI’s vision

Continually strive to strengthen your influence
Role model lifelong learning
Communicate the vision and members’ value
Engage members – foster collaboration and growth
Share knowledge – continually connect members to their larger community
Empower members – seeking opportunities for members to influence, lead and grow
Celebrate their successes!
Be the change you wish to see in the world.

Mahatma Gandhi