The Road to Leadership

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Thank you for coming today!
Leadership: A Critical Skill for 21st Century Nurses
Many nurses worry that their leadership skills are inadequate to face these 21st century leadership challenges.
Sometimes, the problem is that work load expectations are simply too great.
Learning Leadership Skills by Trial and Error Can Be Dangerous!
Goals For this Presentation:

- Have fun!
- Reflect a little on your own leadership strengths and weaknesses
- Set some personal goals for leadership development
Defining Leadership
Leadership and Management Are Not the Same!
Are Leaders Born or Made?
Great Man Trait Theories
Leadership skills can be learned, although some individuals have certain characteristics or personality traits that may make it easier for them to assume leadership roles!
10 Lessons I’ve Learned
On My Personal Leadership Journey
Lesson #1-

Find a Mentor and Positive Role Models to Share Your Journey
MENTORING!
Sometimes it takes awhile to become the person (or nurse for that matter) you want to be.
That first step can be a killer....
Even Experienced Nurses Need Mentors Sometimes!
Opening Mouth and Inserting Foot:
You Must Pay Your Dues Before You Have Credibility!
Look, listen and learn as a newcomer and be flexible!
Find a mentor who will be honest with you... even if it hurts a little.
Remember that self-perceptions are not always entirely accurate.
Find a mentor who has a vision for you and will be your cheerleader........
Bessie and I have now written 11 books together and I’ve done 8 myself!
I completed my doctorate at the University of Southern California in 1997.
STTI President 2007-2009
Both positive and negative role models are contagious...
One Of My First STTI Conventions......
Network Widely and Avoid Clones!
Lesson #2 - Be Self Aware and Authentic
Authentic Leadership

Authentic leadership suggests that in order to lead, leaders must be true to themselves and their values and act accordingly.
"Be who you are and say what you feel, because those who mind don't matter and those who matter don't mind."

Source - unknown
The Non-Authentic Leader...
Know How Your Personal Values Impact Your Decision Making
Always be alert and then wait. Perhaps what you're looking for, will find you...
Lesson #3 - “Be Able to Laugh at Yourself and Leave Your Ego At Home In A Jar”
Don't take yourself so seriously. No one else does.
Laughter is the medicine of life.

[Madelaine Bamford]
Part of Being Human Is Being Fallible and Feeling Silly.....
There are few mistakes which are unrecoverable.
NEVER BE AFRAID TO SAY WHAT YOU FEEL
BEGIN EACH DAY ANEW

AND FORGIVE YOURSELF FOR YESTERDAY
Make peace with your past so it won't screw up the present.
The Universal Rule

However good or bad a situation is, it will change.
Don't compare your life to others'. You have no idea what their journey is all about.
“If we all threw our problems in a pile and saw everyone else's, we'd grab ours back.”

Source- unknown
Being Perfect Comes At a Cost!

There should be support groups for women who can’t put their dishes in the dishwasher dirty.
Give yourself permission to have a ‘bad hair day’ once in a while!
Lesson #4-
Be Visionary, Take Risks And Ask For Permission Only When Really Necessary.
What is Your Risk Quotient in Decision Making?
CONFORMITY

When people are free to do as they please, they usually imitate each other.

www.despair.com
Thought leadership refers to any situation whereby one individual convinces another to consider a new idea, product, or way of looking at things.
Be Careful About Asking for Permission if “No” is Not An Option........
Lesson #5 -
Maintain Personal Power: Keep Gas In The Tank And Money In The Bank
Be careful how much personal information you share with your employer......
Lesson #6-
Choose Your Battles Carefully.
Recognize Power As An Asset And
Learn To Use It Wisely
Power is frequently misunderstood and even feared...
Power and Powerlessness
Perhaps it is powerlessness that corrupts instead of power!
Power, In and Of Itself, is Neither Good Nor Bad!
When you win, someone loses. Remember that losers may try to get even.
Don’t waste your time on obnoxious people who have no power.
Ever notice how people who tell you to calm down are the ones who got you mad in the first place...
It’s hard to win in a fight against an experienced bully!
But it felt so good that particular moment...
Lesson #7 - Perfect the Art of Communication
Listen more than you speak.

SOMETIMES IT PAYS TO KEEP YOUR MOUTH SHUT
Honey please, just calm down. Let me explain...
Be careful **HOW** you communicate.
Is Your Communication As Clear As It Should Be?
Why men shouldn't take messages
Lesson #8-

Appreciate and Empower Followers.
Followers can stop following at anytime...
Both the leader and the follower should determine the priorities for action....
Empowerment: A Hallmark of Transformational Leadership
Followers can and do influence leaders in both positive and negative ways (Offerman, 2004).
Followers can and do mislead leaders.
Differentiating between friends and enemies is sometimes hard to do.
If you are successful, you
Will win some false friends
And some true enemies;

Succeed anyway.
I think there’s a spy among us...
Lesson #9 - Set Priorities And Enjoy The Journey!
Competitors for Our Time and Energy:

• Families, friends and significant others
• Career advancement
• Travel
• Leisure activities
• Time for self
• Enjoying doing nothing
A friend is someone who reaches for your hand but touches your heart.

A friend is, as it were, a second self.
Usage of a Home Gym

- Week Bought: 7 Days
- Week After: 5 Days
- Week After That: 3 Days
- Month After: 1 Day

Times used a week

Time After Bought
Our background and circumstances influence who we are, but we are responsible for who we become.
MY LIFE BROKEN DOWN INTO SEGMENTS

SLEEPING

WORKING

EATING

LOOKING FOR THINGS I HAD JUST A MINUTE AGO
You have been on-line for 1 year.
Do you wish to Log Off and get a Life?

Yes   NO

Remind me next year
People who find you on Facebook

- High School people you hated
- College people you hated
- Work colleagues you hate
- Actual friends

GraphJam

GAGFUL.COM
Remember too that other people in your life will try to make their priorities your priorities.
Not everything worth doing, needs to be done to the highest possible standard.
Eat more hot fudge sundaes, have more picnics, take more walks in the park.........
Slow Down When You Need To!
Determine What You Want Your Leadership Journey to Be.....
Both Nursing and Leadership Allow Us to be Unique and to Celebrate Our Differences
To the world you may be just one person;
but to one person you may be the world.

[ANON]
Our background and circumstances influence who we are, but we are responsible for who we become.
Be confident in who you are as a leader.
9 Leadership Lessons

1. Find a Mentor and Positive Role Models to Guide You on Your Journey.
2. Be Self Aware and Authentic.
3. Be Able to Laugh at Yourself and Leave Your Ego At Home In A Jar.
4. Be Visionary, Take Risks and Ask for Permission Only When Really Necessary.
9 Leadership Lessons

6. Choose Your Battles Carefully: Recognize Power as an Asset and Learn to Use It Wisely.
7. Perfect the Art of Communication.
8. Appreciate and Empower Followers.
9. Set Priorities and Enjoy the Journey.
Thankyou
Questions?