



Training Tomorrow's Leaders

‘ Planning for the Future’ Think Tank

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Health Care System

“ Interconnected leadership will be the ultimate enabler of change of the healthcare system in the 21st century”

WHO 2007

“People-Centred” – before individuals become patients they need to be empowered in taking care of their health and own care through established collaborative relationships of shared leadership

WHO 2007



Health Professionals

**As Health Professionals, Health Care Industry,
and Educational Institutions:**

We have recognized standards of practice; defined
competencies

We look for leadership attributes, ethical integrity,
collaborative practice, organizational change
management

We desire system transformation; innovation; state of
the art learning organizations



Working Towards Desired State

Good Nurse

*to a **Great Nurse Leader***

Skills - Technical Competence

Attributes - Cognitive Abilities

Traits - Emotional Intelligence



Emotional Intelligence

- Self Awareness
- Self – Management
- Social Awareness
- Relationship Management

Goleman 2002

- Leads Self
- Engage Others
- Achieve Results
- Develop Coalitions
- System Transformation

LEADS in a Caring Environment 2010



Leadership

Defined by:

- Depree 2008
- Kouzes and Posner 2007

Cooperrider 2008 just stated:

Leadership equals affirmation of a positive image



Appreciative Inquiry Approach

“Leadership can be ignited collaboratively . . . bringing people together in natural ways, across the whole system, quite simply brings out the best in human behaviour”

Cooperrider et al., 2008. p. 112

“To advocate human conversation as the means to restore hope to the future is as simple as I can get. But I have seen there is no more powerful way to initiate significant change than to convene a conversation. . . . It is always like this. Real change begins with the simple act of people talking about what they care about”

Margaret Wheatley, 2006



Great Nurse Leader

“Great leaders are clear about their values and their principles, and they have an internal compass that guides them through any crisis”

Kerfoot 2003

“Ethical people know what is right and do what is right. The challenge . . . is how and where to apply our beliefs to the daily stream of interactions with other people”

De Pree 2008

“One of an organization’s most critical competencies is to create the conditions that both generate new knowledge and help it to be freely shared. More and more, there is an acknowledged benefit to sharing information within and beyond the organization. . . . We experience [being drawn together] when we say that a team has “jelled,” suddenly able to work in harmony, the ragged edges gone, [and] an effortless flow to the work. . . . We never understood that we were participants in a universe that thrives on open information and that works with us to self-organize into systems of increased capacity”

Wheatley 2006



Be the Change