

# Leadership in Action

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# Congratulations

**You have successfully committed to your own leadership development by completing the NHA Leadership Institute!**

**You have embraced 360 degree feedback, coursework, coaching, and the benefits and challenges that come with them!**

**You are ready to spend some time considering how you can continue to develop as a leader!**

**THANK YOU!**



**4 Credit Hours toward your MHA degree**

**Bellevue University is offering 4 credit hours toward the Masters of Healthcare Administration degree program for **Leadership Institute** graduates!**

**Call Dr. Freel if you're interested or if you would like more information at 402-290-5886.**

What has been your impression of **NHA's LEADERSHIP INSTITUTE?**

- Building a Foundation of Leadership
- Round and Round: Using 360s for Improved Leadership
- What's My Type? Traits at Work
- Working with Conflict
- Analyzing Performance Issues
- Coaching for Improved Performance
- Recruitment and Performance Management/Workplace Diversity/Leading Across the Generations
- Leading Teams

**OPERATIONALLY**, what's **CHANGED** over the last year?

What are you doing **DIFFERENTLY**?

How are you leading **DIFFERENTLY**?

What do you plan to **KEEP**?



If you were to complete the sentences below, what would you say?

What **HEALTHCARE** needs is \_\_\_\_\_?

What I still need to know about **LEADERSHIP** is \_\_\_\_\_?



# What's going to affect **YOUR** leadership?



**Staffing, turnover, talent acquisition, recruitment,  
talent management, knowledge sharing,  
technology, revenue generation, etc., etc., etc.**



History

Words



Trust



# Story Telling

Memory



Experience



**NOW**, where do you want to **GO**?



# SELF AWARENESS

- Self-perception – how do you think about yourself differently now?
- What did you learn about your strengths?
- Who is going to help you?
- Who **HAS** helped you?



Leadership and followers...

Are they the same? You can be given a subordinate but you can't be given a follower.

Is your definition of the ideal

**LEADER** the same as your definition of the ideal

**FOLLOWER?**







# LEADERS KNOW HOW TO FOLLOW

- Not everyone is a leader – that's okay.
- Not everyone wants to be a leader – and that's okay, too.
- Management differs from leadership.
- You can be a leader/follower in multiple settings throughout your day.
- Leadership/followership is a relationship, and you have many relationships.
  - Friend, employee, student, son/daughter, spouse, roommate, volunteer, etc...



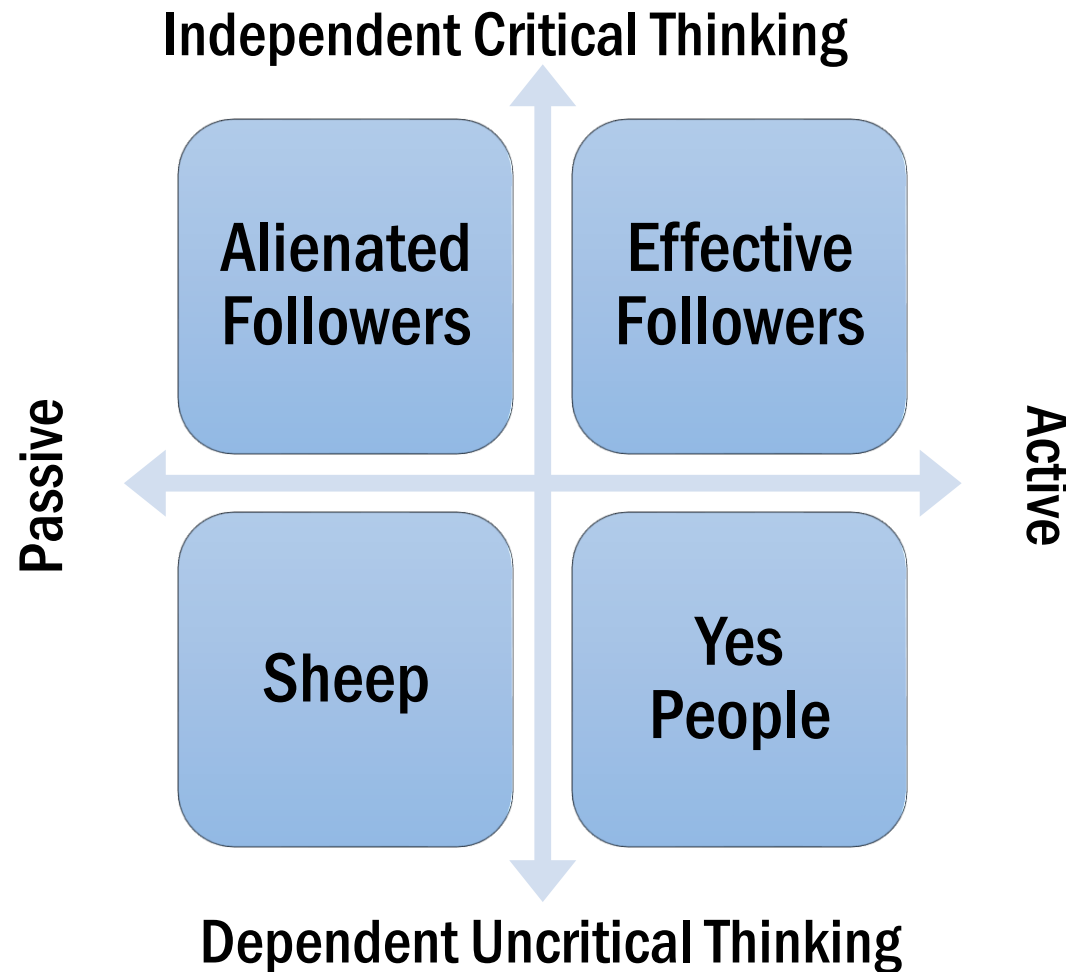
# EXPECTATIONS of FOLLOWERS

- Drive successes of leaders
- Followers' needs, aspirations, values, hopes and fears – all allow leadership to arise
- Followers ask, “How can this leader help me get what I want/need?”
- Leaders meet those needs and then encourage our “best” selves to emerge



# Dimensions of Effective/Ineffective Followers

**Critical Thinking  
vs.  
Engagement**




# How to **BUILD** Excellent **FOLLOWERSHIP**

1. Improve independent/critical thinking
2. Encourage self-management
  - Disagreeing agreeably
  - Building credibility
3. Align personal and organizational goals
4. Acting responsibly toward the organization
5. Understand similarities and differences between leader and follower roles
6. Move between roles easily



What's your definition of **LEADERSHIP**?





Now... what are your next steps?

- What specific steps could you take to build your leadership skills?
- Where and how do you want to lead?
- How can you achieve those goals?
- What can you read?
- Who can you keep in touch with?

**For all you do and everything you've been through,  
thank you for your dedication and kindness!**



**Any questions?**



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## Some final BBQ pics...

