

# Leadership in Action

Mike Freel, PhD [Mike.freel@bellevue.edu](mailto:Mike.freel@bellevue.edu)



**BELLEVUE**  
UNIVERSITY

# 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?**

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



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, talent management, knowledge sharing, technology, revenue generation, etc., etc., etc.**

Healthcare **PRIORITIES** 2023+

## What does it mean to be a **HIGH RELIABILITY ORGANIZATION?**

Collaborative Medicine – Who's in charge?

Leadership

What else?

**Yet, you are still HERE!**





History

Words



Trust

Story  
Telling



Memory



Experience

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



A photograph of a purple ceramic mug filled with coffee, sitting on a rustic wooden surface. In the foreground, the words "SELF AWARENESS" are spelled out using large, weathered wooden letter blocks. The blocks are arranged in two rows: "SELF" on top and "AWARENESS" below. The wood has a natural grain and some darker staining, particularly on the letters 'A', 'R', 'E', and 'S'. The background is a light-colored wooden surface with some blue paint splatters.

# 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?



What behaviors make a successful leader?

What behaviors make a good follower?

Who are you, as a **LEADER**?

Who are you, as a **FOLLOWER**?

Who do you want to be?





Leadership and followers...

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

What is your definition of the ideal **LEADER**?

What is your definition of the ideal **FOLLOWER**?





A wooden sign with the text "LEADERS KNOW HOW TO FOLLOW" is set against a sandy background. The word "LEADERS" is at the top in large, dark, hand-painted letters. Below it, the words "KNOW HOW TO" are written in white on a dark, horizontal banner. At the bottom, the word "FOLLOW" is written in large, dark, hand-painted letters. The sign is placed on a light-colored, textured surface, possibly sand or a wooden deck, with some shadows visible.

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





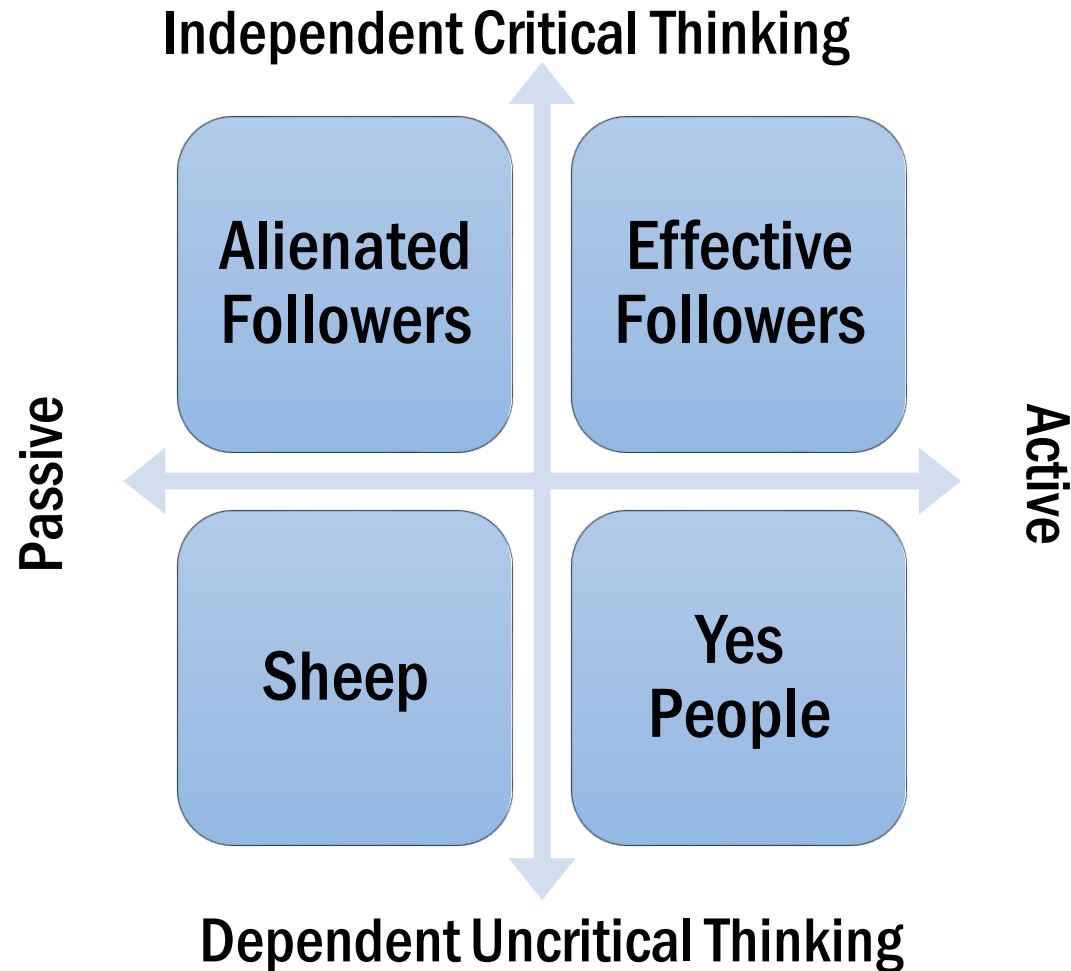
# The **ACTIVE** Concept of **FOLLOWERS**



- Active followers – active in leadership process
- Situational followership – you function as a leader/follower based upon the situation
- Some prefer not to exert power required to be leader
- Some followers are leaders – actively passive or passive aggressive (actively disengaged)
- Followers “do” leadership

# 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?**



**BELLEVUE**  
UNIVERSITY