

My Leadership Journey of Human Caring

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November 19, 2013



Robert Wood Johnson Foundation

Being a leader is not measured by the number of accolades, positions you hold or amount of wealth you accumulate. You are on a path to being your best when you have reached a point on your leadership journey where you can be of assistance and influence a larger sphere of individuals, organization and society.

My Leadership Journey

My Lifelong Goal:

- Provide human caring to others



Pursue leadership

- Help to lead organizations that provide safe and equitable care and access for everyone



Change structures and policies

- Break down barriers
- Reduce disparities



Leading and leadership are shaped and influenced by each person's lifelong journey and the encouragement of others.

My Leadership Journey

Arizona State University School of Nursing, 1966

- Sought to lead diverse groups, including uninsured
- Helped colleagues to learn about other ethnic groups
- Learned about value of engaging consumer in health care



Step Up Your Leadership Efforts

- Bring consumer's voice to the table
- Lead to create better place for all people to live, work and play
- Join boards from all sectors of society



Boards Need to Be Diverse

Include diverse racial, gender and professional perspectives:

- Each person brings personal and professional contacts and life experiences to his or her service on board
- Diversity strengthens board's ability to take advantage of opportunities and confront challenges
- Diverse boards enable organization to build stronger bridges to potential donors or policy-makers in community



My Example

National Heart, Lung & Blood Institute's Cholesterol Education Advisory Council, 1994-2005

My Role:

- Voice of racial and ethnic minorities and nursing
- Advocated for funding to create and implement culturally relevant consumer education programs delivered by nurses



Source: NHLBI



Your Leadership Journey

Conduct Self-Assessment

- What is your driving purpose?
- What do you wish to accomplish?
- What are you willing to do to accomplish your driving purpose?
- What are you willing to give up so that your talent and energy remain connected to your primary life's purpose?
- What knowledge must you acquire?
- Which leadership experiences should you pursue?
- Who can assist you?
- How do you create a purposeful network of individuals to work with?

Get feedback from others

Find opportunities to lead



Volunteer

Join committee or working group of organization you believe in:

- Practice leading and receive feedback on your skills
- Prepare to lead in other situations
- Enable organization to check you out

My example: UCLA diversity committee



Example: My Experience with RWJF

National Advisory Committees:

- *Strengthening Hospital Nursing*, member
- *Aligning Forces for Quality*, member
- *Interdisciplinary Nursing Quality Research Initiative*, member
- *Transforming Care at the Bedside*, chair



RWJF Initiative on the Future of Nursing, at the IOM, vice-chair

RWJF Board of Trustees, member



Lead Within Professional Nursing Societies

- Seek out progressive leadership positions with increasing responsibilities
- Be member who would be president

Let others know of your willingness to serve!



Expand Your Competencies

Board Leadership Requires:

- Broad knowledge base across health and nursing profession
- Ability to promote disruptive innovation
- History of progressive efforts to improve health and health care through multiple strategies

Close Any Gaps

Find a Mentor



Once You Are Asked to Join a Board:

Ask Yourself and the Board:

1. What do I bring to the table?
2. What do I need to do to be successful?
3. How can I be as useful as possible?



Become a Societal Leader

Commit to leading on behalf of public

- Acquire knowledge about policies and practices that are barriers to a healthy society
- Possess skills to work with diverse constituencies to remove societal barriers

Grow your leadership community by being responsive when others seek your assistance



Mentor

**Bring others
towards mastery**

**It's a life long
journey, not a
trip!**



My Experience as a Societal Leader

Competencies I Learned Through Board Leadership

- Listen before speaking
- Gain financial savvy
- Understand the customers the organization is serving



My Board Experience: Martin Luther King Hospital

New board selected in 2004 to decide whether hospital could stay open after series of patient deaths

My Role:

- Voice for patient safety
- Identify nursing staff development needs

Board hired new CEO, terminated negligent staff and ultimately decided to close and rebuild hospital



Source: *LA Times*



Accept Leadership Baton!

- Stand up and lead to create better place for everyone to live, work and play
- Share your leadership knowledge and skills
- Create virtual community of leaders
- Provide human caring at the individual, population and societal levels
- No professional stinginess!!!!



Thank You

