My Leadership Journey of Human Caring

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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
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

Source: National Council of Nonprofits
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
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