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# Utilizing Your Talents to Meet the Leadership Challenge

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## Utilizing Your Talents to Meet the Leadership Challenge

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 610-331-8470



TOGETHER We Can Reach Beyond

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### How Can I Utilize My Talents to Motivate Others?

1. What are your three favorite movies?

2. Who was your favorite character?

3. What did you like about that character?

4. What does that character say about you? How would you like to be known?

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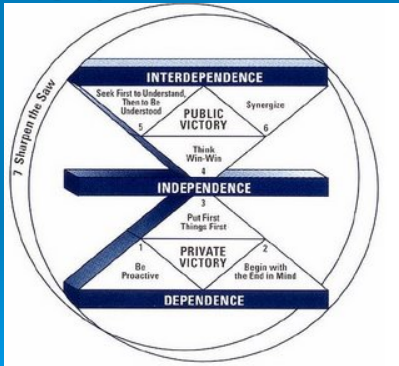
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### Highly Effective People



COVEY, S. (1990). The 7 Habits of Highly Effective People

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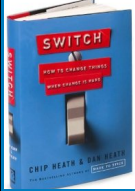
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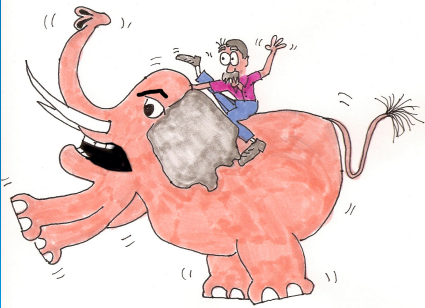
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## Why Change is Hard

Logic vs. Emotion (Heath & Heath, 2010)



**You Just Need Somebody to Dog You...**

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## Ibarra (2003): Working Identity



*Wear a different hat*



1. Take Action
2. Try Different Things in Protected Environments
3. Don't Try to Look for One Perfect Role
4. Build in a Transition Period
5. **SHIT!** Your Network of Contacts
6. Don't Look for a BIG BANG to Hit You Over the Head.
7. Take Time to Step Back and Reflect

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## But How Do I Know What I Want to Do?

Imagine you had a horrible day, but in the last hour you did something totally different... What would it be?

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# Passion

Write down 10 things you haven't done in a while, that bring you passion.

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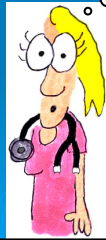
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## What is Your Image of Yourself in the Future?

Hmmm...I've been so busy I never thought of that!



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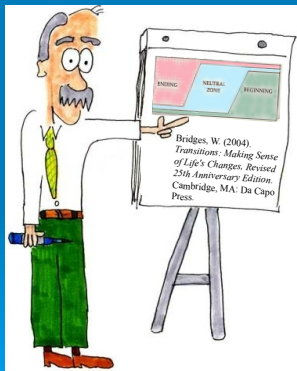
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# Transitions



William Bridges is one of the most popular authors on change:

1. Three overlapping stages.
2. Endings more significant than beginnings.
3. We tend to focus too much on the benefits of the beginning.
4. Emotions are strongest around loss.
5. When endings are not addressed the repressed feelings emerge in other ways.

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## Transitions



**Take a moment to think about your own transition:**

1. What's ending for you?
2. What are the benefits of YOUR beginning.
3. Which emotions are strongest for you?
4. What things can you focus on during the Neutral Zone, while you are in transition between roles?
5. How can you identify the potential pitfalls of your new role and figure out plans to address them should they arise?

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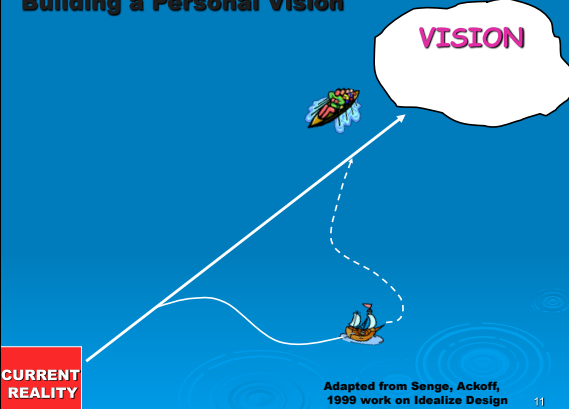
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### Building a Personal Vision



**VISION**

**CURRENT REALITY**

Adapted from Senge, Ackoff, 1999 work on Idealize Design 11

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### Why You May be Feeling Discouraged at Work

Buckingham & Coffman (1990), *First Break All the Rules*

- Treating every employee as an individual
- **Focusing on strengths rather than weaknesses**
- Building a positive work environment.
- The company mission is compatible with the employee's values
- There are clear expectations
- **The employee's opinions count**
- **Opportunity to do their best**
- Proper equipment
- **Receiving recognition for good work**
- **Someone (not necessarily the boss) cares about them as a person**
- **Friendly co-workers**
- **Someone works with the employee to review their progress and develop plans to learn and grow.**
- Co-workers are committed to quality work.

Based on a Gallup survey of 80,000 managers 12

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## Strengthsfinder

(Buckingham, 2001, Rath, 2007)



- Based on Donald Clifton, PhD research
- People show greater improvement when we work on their strengths rather than focus on weaknesses.
- Strengths = Talent + Knowledge + Skill.
- Web-based assessment tool
- 34 Possible Strengths

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## Be Prepared for a Paradigm Shift

**Sigmoid Curve** (Charles Handy)

The Greatest Obstacle to Future Success is Current Success!

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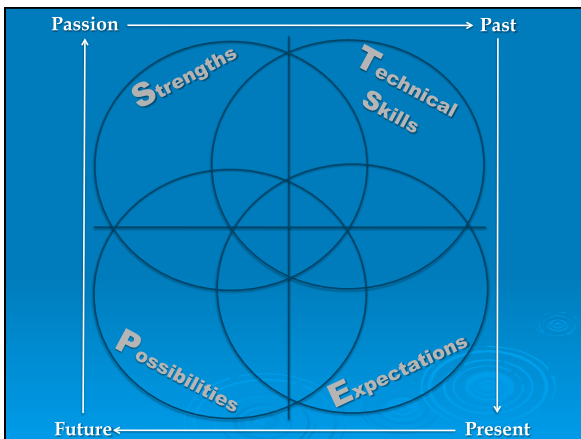
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<b>Passion</b>	<b>Past</b>
<ol style="list-style-type: none"> <li>1. What are you passionate about?</li> <li>2. At the end of a tough day what activity could you engage in that would energize you?</li> <li>3. What are you happiest doing?</li> </ol>	<ol style="list-style-type: none"> <li>1. What skills do you have that you are most proud of?</li> <li>2. When other people describe you what technical skills impress them the most?</li> <li>3. What accomplishments are you most proud of?</li> </ol>
<ol style="list-style-type: none"> <li>1. You are 80 years old and looking back at your career, what attributes describe your accomplishments?</li> <li>2. In a world of infinite possibilities list 10 things you could be doing in the future?</li> <li>3. Go back through your list and rank them in order of what excites you the most.</li> </ol>	<ol style="list-style-type: none"> <li>1. What expectations do you have for yourself on a daily basis?</li> <li>2. How do your passion and skills combine into who are you right now?</li> <li>3. You have come far already, how much further are you ready to stretch yourself to go?</li> </ol>
<b>Future</b>	<b>Present</b>

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### Mapping a Career Path

Year	Management	Clinical	Education
1	Orientation to Nurse Role	Orientation to Nurse Role	Orientation to Nurse Role
2-3	Explore Grad School PPM Participation SPM Charge Nurse	Explore Grad School PPM Participation QPS Preceptor	Explore Grad School PPM Participation Educ. Preceptor
<b>Leadership Assessment &amp; Development Center</b>			
3-5	Level III Promotion Grad School	Level III Promotion Grad School	Level III Promotion Grad School
5-8	Level IV Promotion Nurse Manager	Level IV Promotion CNS/NP	Level IV Promotion ENS <b>ENS FELLOWSHIP</b>

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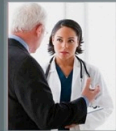
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Nurse Leadership Builders is a full service consulting firm dedicated to the development of Nurse Leaders at all levels of an organization. Our services include:

- Leadership development
- Teambuilding
- Communication Workshops
- Dealing with "difficult" people
- Career Coaching

New offering: Certified Nurse Manager and Leader Review Course [www.cnmfrc.com](http://www.cnmfrc.com)



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