



New England Society for
Healthcare Strategy
Connecting Experts™



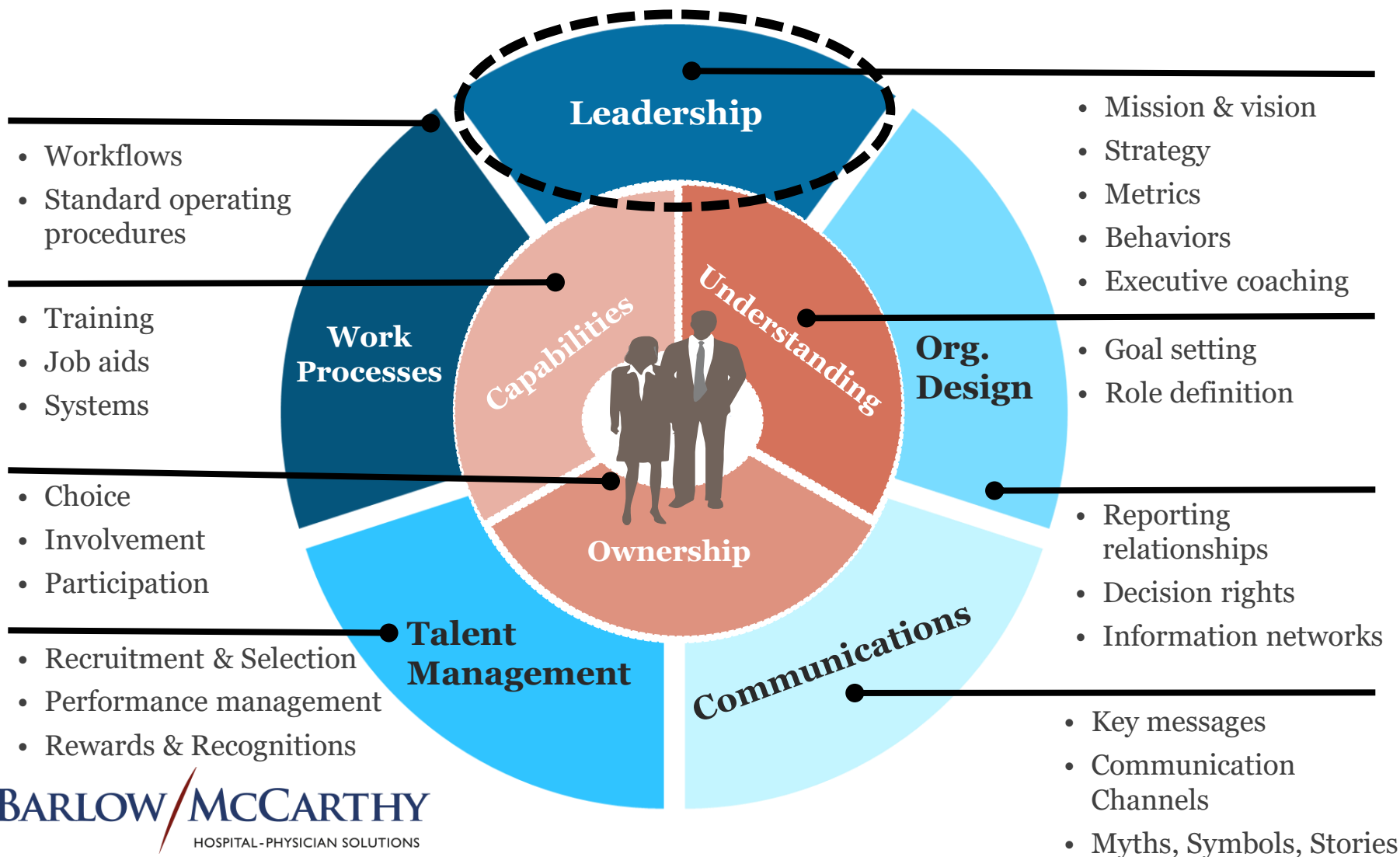
Spring 2022 Conference

May 5, 2022

**Skill development,
speed, and scale are
the 3 important aspects
that are relevant to the
present-day growth
and development
module.**

~ Narendra Modi

Leadership Transcends Everything



Leadership is a Choice



What We Will Cover



Your Leadership Purpose – convictions, motivations, intentions

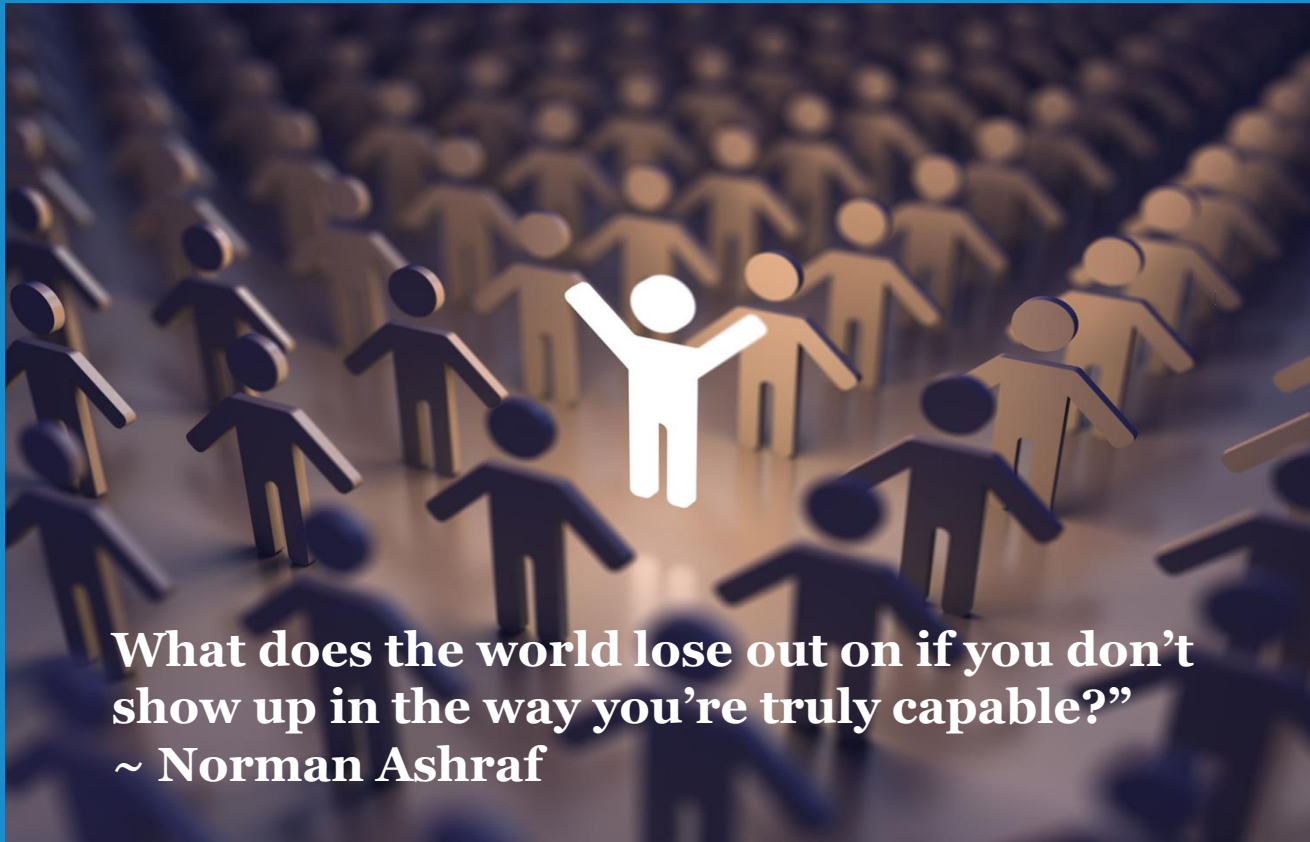
Leadership Attributes – how it is exhibited

Emotional Intelligence

Adaptability

Ability to Influence

Your Leadership Purpose



**What does the world lose out on if you don't
show up in the way you're truly capable?"**

~ Norman Ashraf

Your Choice

- To be focused and intentional – must know why?
- What is the purpose driving you forward?
- For what reason am I improving my skills?

Exercise

- List 3 highlights
- Meaning to you
- Apply to future
- What's important to you and why?

My Story

Leading as long as I can remember...

- Band
- Rainbow Girls
- Church roles
- Dental practice policies/ procedures
- Gubernatorial debate
- Hospital roles – new programs
- Consulting practice
- Coaching

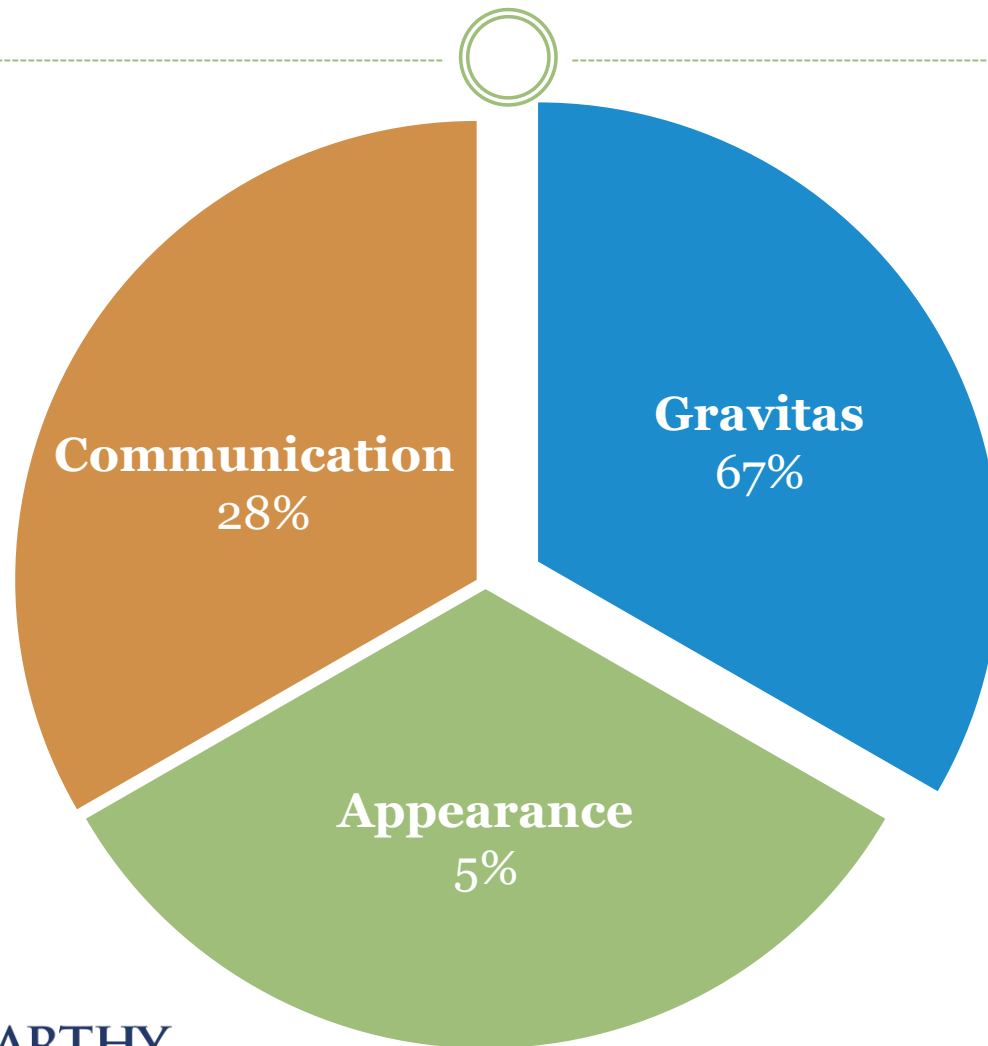
Meaning

- Relationship oriented
- Growth plus perseverance
- Assess and improve
- Competence
- LEARNING!!!!!!

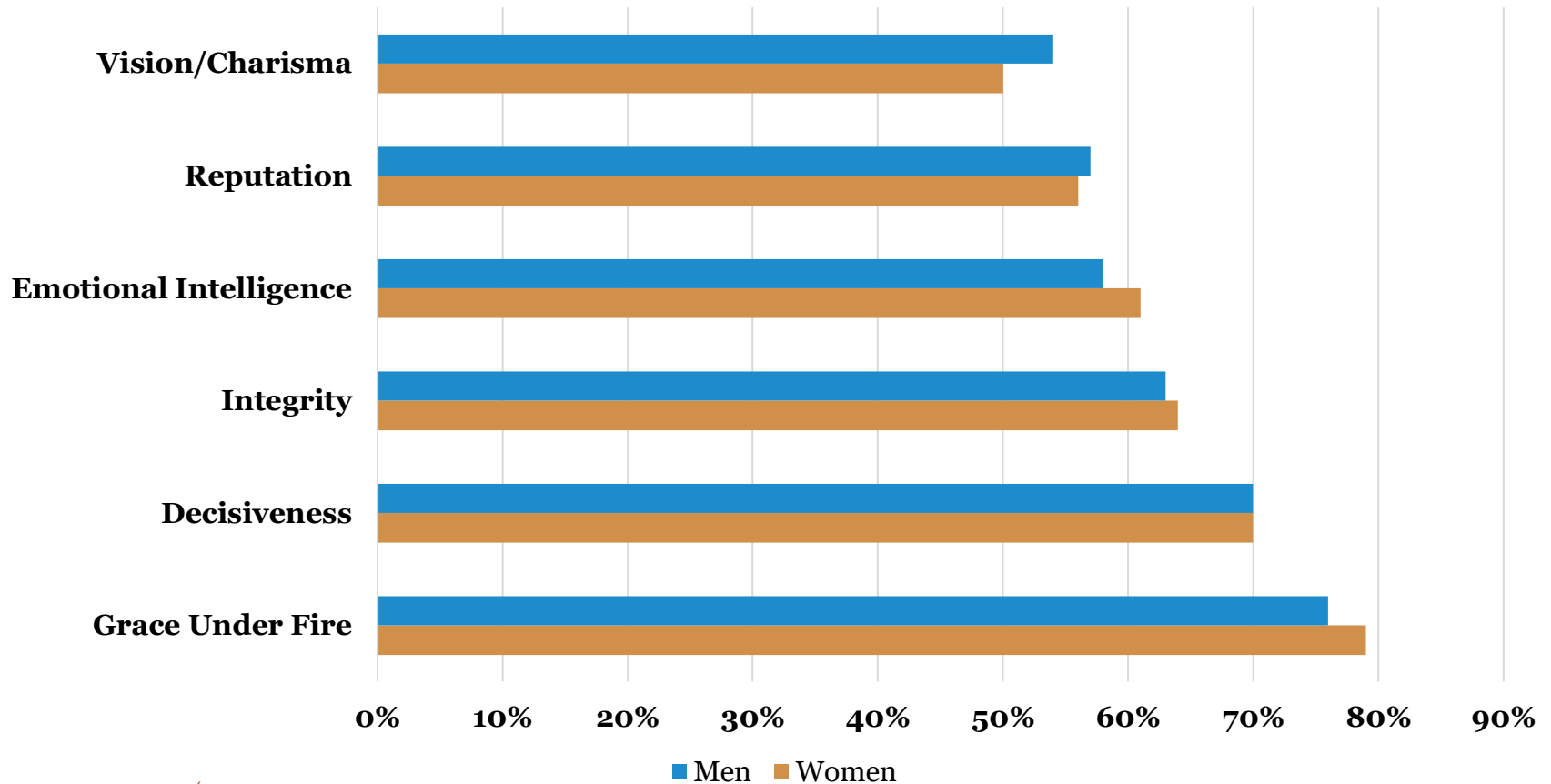
The Higher You Rise...



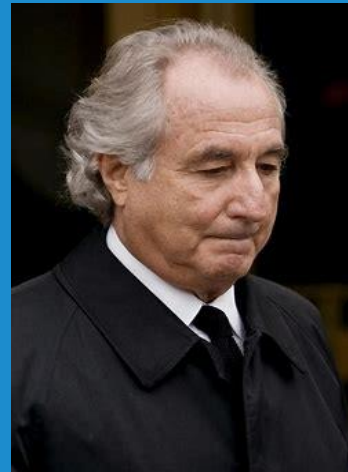
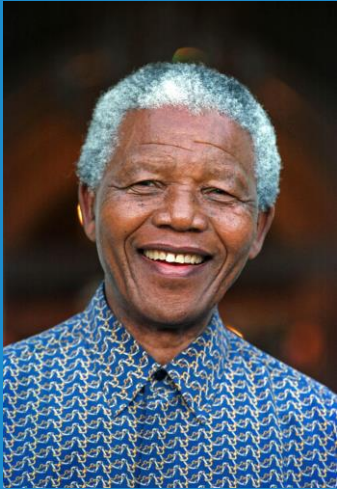
Attributes



Gravitas



Examples



Emotional Intelligence



Self Awareness – aware of emotions, triggers, strengths, opportunities



Self Regulation – not ruled by feelings, make controlled choices



Motivation – ready for a challenge, work for long term success



Empathy – aware of other's viewpoints and feelings, slow to judge



Social Skills – easily interacts with others, team player, networking

Self Aware People Will....



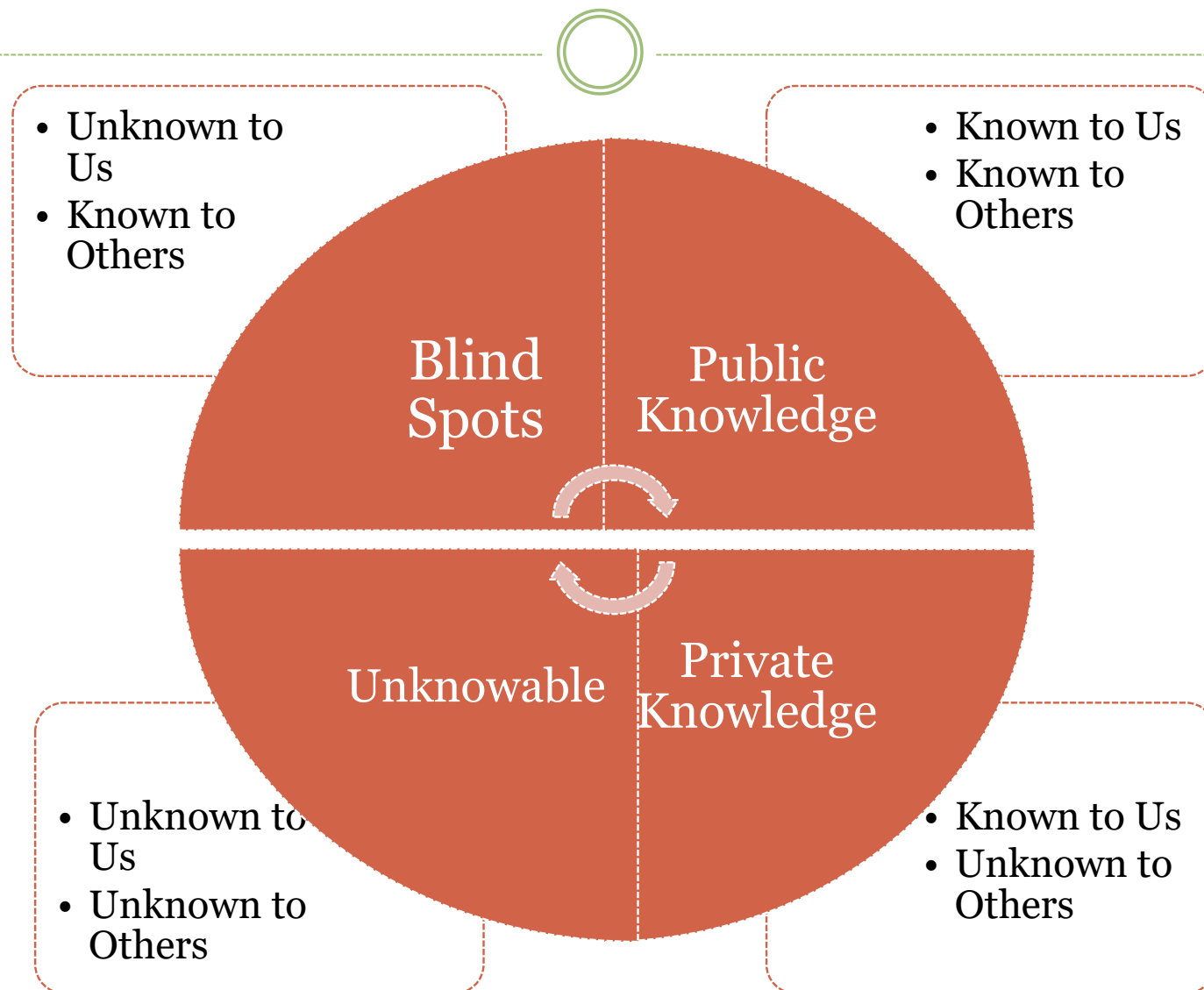
Demonstrate

- Not afraid of new ideas
- Manage impulsive reactions
 - Intentionally choose their words and behaviors
 - Manage time intentionally
- Use empathy with others
- Demonstrate humility
- Accept failures

Use Tools

- Journal
- Mindfulness
- Talk out loud
- Formal Assessments
 - Personality (DISC)
 - Motivations
 - Emotional Intelligence

Solicit Feedback



Ability to Influence



How to Influence



Reciprocity

Feel obligated to give back

Ex. Vaccinated for loved ones



Consistency

Reliability, Disciplines, Constancy

Ex. Right to choose, Value health



Consensus

Follow group, feel need to join

Get vaccinated or not; Wear masks

How to Influence



Authority

Look to those with expertise

Ex. Dr. Fauci, Org leaders



Scarcity

Potential to lose

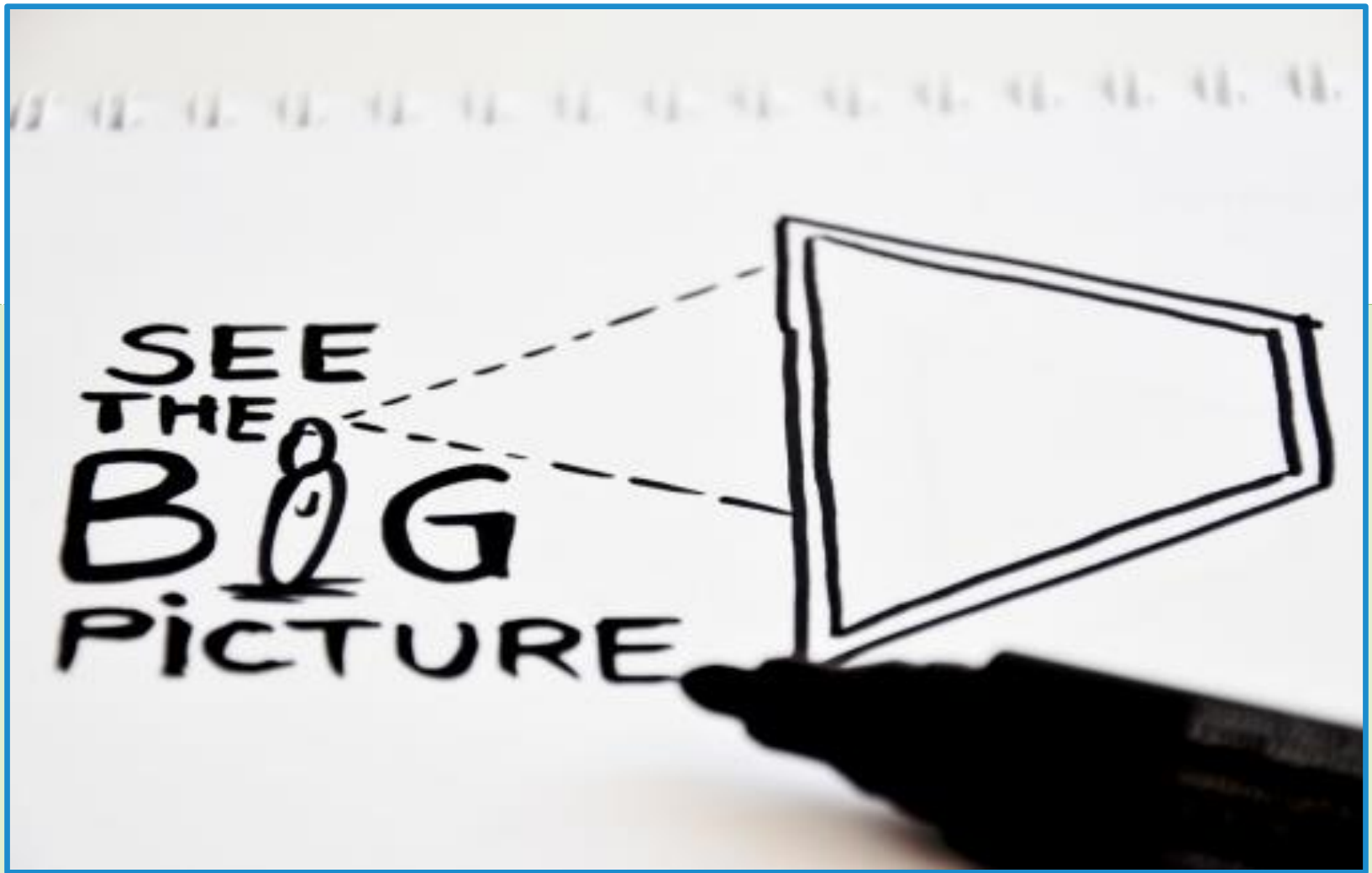
Ex. Health, Right to choose



Liking

Connectivity, similarity

Praise those that did it



Big Picture Perspective



Organization/
Market Orientation



Identify
Patterns/Themes



Plan Ahead

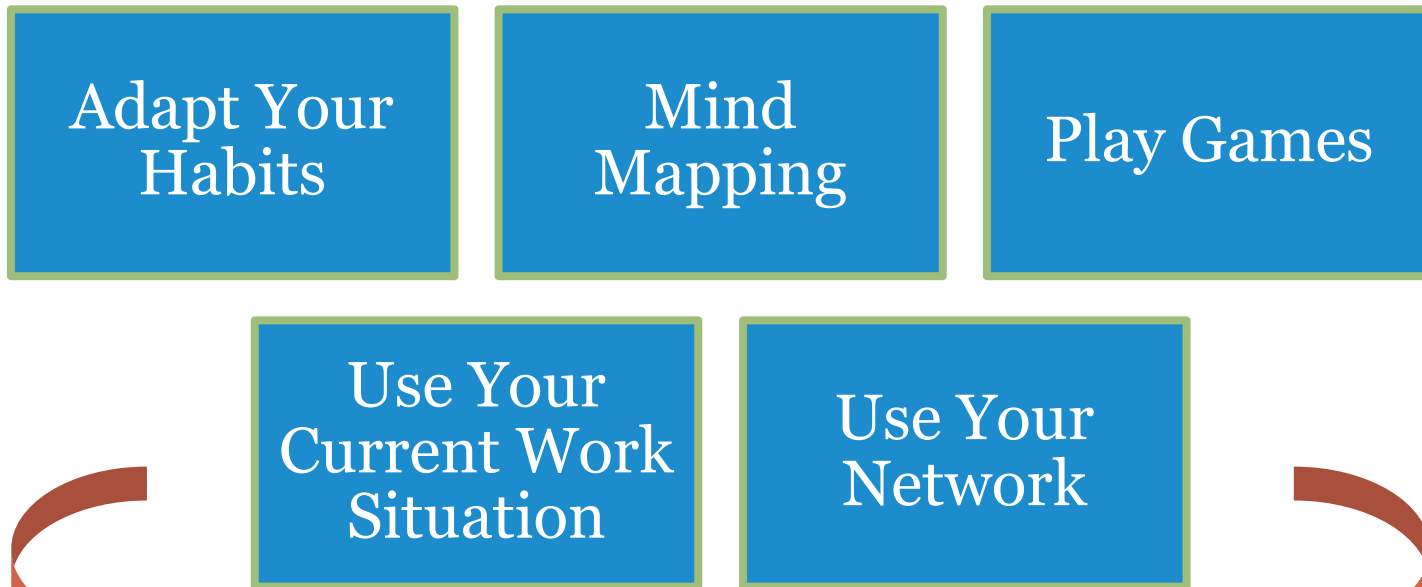


Implications on
Other(s)



Put Thought to
Action

Building the Skill



- Requires dedicated time and practice
- Ask powerful questions
- Seek out mentor, partner or coach

What is Going on Here?



Adaptability



Fixed Mindset

- Black/white thinking
- Capabilities defined at birth
- Blame others/circumstances
- Failures are disasters
- Avoid challenges
- Must prove expertise and get recognition for it

Growth Mindset

- Sees many possibilities
- Expertise result of hard work
- Change happens from within
- Failures are opportunities
- Seeks out challenges
- Practice is critical

Improving AQ – Practice



Practice	Simulations - asking “what if” instead of “what is”
Infuse	Exploration – even when things are going well, seek out other potential results
Debate	Yourself and others – argue the counter positions
Develop	Diverse interests/hobbies – see things from different angles
Challenge	Yourself to interact with different personalities
Ask	Questions with active listening
Engage	Coach - challenge perspectives



Return to your Purpose...

- Identify 3-4 different roles in which you could fulfill your purpose
- List 3-4 different venues/places in which you could fulfill these various roles
- What does that tell you about adaptability?

It's All About Perspective



Purpose

- Energizer
- Uniquely me – when blended with experience and expertise
- Can apply to many different situations

Venue

- Hospital leader, consultant than coach
- Family, church, friends
- Any location

Summary



- Purpose is your anchor – what you do is how its expressed
- As we gain responsibility, how we are matters more than what we know
 - Thought process
 - Emotional state
 - Behaviors
- Growth requires deliberate attention and practice
 - Leadership
 - Gravitas
 - Big picture thinking
 - Adaptability

**What will you
choose to start
working on today?**

BARLOW / MCCARTHY

HOSPITAL - PHYSICIAN SOLUTIONS

ALLISON MCCARTHY

Allison McCarthy brings you the best of her 30-year career in hospital-physician strategies. Actively listening and then asking powerful questions, Allison partners with clients to support critical skills such as presence, influence, collaboration, adaptability, and others to advance as leaders. She provides the support and space needed for honesty and transparency that encourages self-awareness leading to strategies for change. She is a former NESHS President and Strategist of the Year.

