

## The Doctor is in the (Corner) Office

Women Doctors in Leadership positions

## So what's so special??

- "When grace meets power..."



*"You're loud, you don't work well with others, and you refuse to follow orders — you're a born leader!"*

## Releasing Potential: Woman Doctors and Leadership

Getting more women doctors in the driving seat – NHS report

- Women offer a unique leadership style based on communication, inclusion, relationships and emotional intelligence similar to the 'no more heroes' approach required to lead complex organisations. It is also recognised that gender diverse boards have improved financial and organisational performance.

## Releasing potential...

- *"The women doctors interviewed unanimously describe a style of leadership based on communication, relationships and emotional intelligence. They articulate a pragmatic approach, and their liking for people and bringing people with them – both their patients and teams".*
- Dr Penny Newman, Releasing Potential: Woman Doctors and Clinical Leadership.

## When grace meets power..

- So why not more women in leadership roles??
- Multiple conflicting roles
- Dissatisfaction with working within existing hierarchies
- The need to control time and space creep

## A challenge...

- If this is limited only by your imagination...
- What do you really want to get done before you retire (or whatever)?
- What drives you to want to do that?
- **Can you bring grace to power and help this poor old world??**

## My talk today:

- Reflections on a leadership journey
- Relating it back to the LEADS framework
- Incorporating new learning: wading through what matters
- The Daily practice of leadership
- Planning forward: building the future



## A journey through the rings..

- Seeing
- Doing
- Teaching
- Leading
- Creating
- Inspiring

## A journey:

- Seeing: what really gets you?
- Doing: our base, our craft, our service
- Teaching: passing it on, mentoring others
- Leading: in practice, and beyond
- Creating: New ideas, new paradigms
- Inspiring: Finding and following your passion and shining your light

## Tools: Relationship to the rings

- **LEADS framework**
- **Leads Self:** Self aware, demonstrate character
- **Engage others :** Foster their development, Communicate effectively
- **Achieve results:** Set direction, Align decisions with vision and evidence. Implement decisions, assess and evaluate
- **Develop coalitions.** Partnerships, KT
- **Systems Transformation:** Encourage innovation, champion and orchestrate change

## Learn every day: Great Resources at every turn

- Harvard: Authentic Leadership
- Rath: Strength Based leadership
- Martin: The Opposable Mind
- De Pree: Leadership Jazz
- Heifetz: Adaptive leadership
- Wheatley: Conscious leadership
- Kahane: Power and Love

## Take the pearls you find...

- Integrate them into your own leadership journey.
- Create a tapestry made of many different sources
- Don't abandon one leadership system for another as the next idea comes along

## Integrating pearls

- Authentic Leadership (various authors)
- Show up as your true self everyday
- Transparency and consistency are key

## Integrating pearls: Tom Rath

- Strength Based Leadership
- Built on your strengths, get help with your weaknesses
- You can't do it all, but you can build a team that can

### Integrating pearls: Roger Martin

- The Opposable Mind
- The human brain can hold two opposing ideas at the same time and come up with an answer that may not be either A or B

### Integrating pearls: Max Depree

- Leadership Jazz
- Leadership is more like a jazz band than a classical orchestra.
- Leaders are visible
- Leaders inspire
- Leaders serve
- The whole thing is fragile!

### Integrating pearls: Ronald Heifetz

- Adaptive Leadership
- Thriving in dangerous times
- What is core? What is negotiable?
- What is 'technical' and requires regular management, as opposed to what is 'adaptive' and required innovative solutions.

### Integrating pearls: Meg Wheatley

- Leadership and the New Science
- Relationships are what matters most.
- Leaders have to be comfortable with chaos and infinity!
- Leaders have to 'surf' above that chaos
- Leaders have to listen intently and silently at times
- To be independent we must be interdependent

### Integrating pearls: Adam Kahane

- Power and Love
- "Power without love is reckless and abusive, and love without power is sentimental and anemic." (MLK)
- Learning to combine them is the art of leadership

### You have to decide..

- Who you are
- What matters to you
- How you are going to show up everyday
- That's the LEADS framework in action!!

### To get there I try to.....

- Live fully conscious
- Be driven only by intention
- Strive for grace

### Live fully conscious

- Be present and aware of..
- Your impact on people
- Your position vs your ethics
- Your footprint on the earth
- Your politics

## Be driven only by intention

- Overcoming the obstacles (adapted from Wayne Dyer)
- Stop being offended
- Let go of your need to win
- Let go of your need to be right
- Let go of your need to be superior
- Let go of your need to have more
- Let go of identifying yourself by your achievements
- Let go of your reputation

## Strive for grace

- Rising above internal conflict
- Consistency
- Gratitude for the moment

## Nelson Mandela

- It is not the weakness in us that we fear.
- ..it is the power!

## Drop your pebble...



Watch the ripples flow...

