2018 NATIONAL NURSING LEADERSHIP CONFERENCE

Creating a Culture of Excellence
Holistic Leadership: Harmonizing Self with Professional Demands

Michael R. Bleich, PhD, RN, FAAN
President and CEO – NursDynamics, LLC
Objectives

1. Integrate the KP Nursing Professional Practice Model with strategies for self-renewal and harmonization;

2. Describe trends that will enable or distract from leadership purpose, drive, and effectiveness; and

3. Synthesize key conference messages with a holistic self-prescription for implementing change
Where Have We Been?

• You’ve heard about VISION and STRATEGY!
• You’ve heard about HIGH PERFORMING TEAMS!
• You’ve heard that NURSES must play a critical role in achieving success!
• You’ve heard the power linked to SHARED DECISION-MAKING!
• You’ve been asked, “Are you a HIGH PERFORMING leader?”
• This leads us to a nexus of reality . . . What will be different? Am I up to it?
What is holistic leadership?

• Have you ever felt like you’re riding two horses at the same time – and with one saddle?

• Have you ever felt like you’re in a room of decision-makers and they just don’t “get it?”

• There is a reason . . . and it isn’t you . . . !!!
Holistic Leadership

• Braden: “A holistic leader understands their entire being. They recognize they are not defined by what they do, but who they are. Holistic leadership can also be organizational. For an individuals to be whole and complete is a challenge . . . Life is always changing . . . Life brings unexpected complications and opportunities.”

• People look to YOU to maintain symmetry.

• Know who you are – your values – as part of your life story.

• What motivates you – relational balance – authentic spiritually – to stay grounded and supported.
Characteristics of Holistic Leaders

• Source: Jim Funk based on the work of Robert Greenleaf, The Servant Leader.
• Virtuous and Ethical
• Transparent and Trusted
• Capable and Balanced
• Aware, Servant, and Inspired
Harmonization – Not Balance

What Does That Mean?

Data 101
What is data harmonization?
Does our education encourage innovation?
Do we teach curiosity?
• The question has merit because the multiplicity of answers leads to a change strategy
• The unique perspective of nurses – caring for individuals, in the context of family, and further, in the context of community – gives the profession great depth and breadth
• Innovation – and entrepreneurship – create career advancement opportunities that shift the image of nursing in dependent modes of functioning
• Innovation is another level of CARING and IMPACTING LIVES
The impact of a repeated “no” in high-stakes professions where safety is paramount
It is feasible and reasonable to shift the innovation paradigm to a “Yes”
The maker movement Manifesto – Rules for Innovation: Mark Hatch, author

<table>
<thead>
<tr>
<th>Make</th>
<th>Make – making is fundamental to being human. It is an opportunity to make, create, and express ourselves to feel whole.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Share</td>
<td>Share – what you have made and what you know about making with others to achieve wholeness.</td>
</tr>
<tr>
<td>Give</td>
<td>Give – give something away that you have made; it is a small piece of yourself.</td>
</tr>
<tr>
<td>Learn</td>
<td>Learn – you must learn to make and always seek to learn more about what you’re making.</td>
</tr>
</tbody>
</table>
The maker movement Manifesto – Rules for Innovation: Mark Hatch, author

<table>
<thead>
<tr>
<th>Rule</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tool up</td>
<td>Tool up – be able to access the right tools for the project at hand, realizing that inexpensive tools are available.</td>
</tr>
<tr>
<td>Play</td>
<td>Play – to experience surprise, excitement and pride in what you make.</td>
</tr>
<tr>
<td>Participate</td>
<td>Participate – join the Maker Movement – with seminars, parties, events, maker days, etc.</td>
</tr>
<tr>
<td>Support</td>
<td>Support – it requires emotional, intellectual, financial, political, and institutional support – in order to improve the world.</td>
</tr>
<tr>
<td>Change</td>
<td>Change – embrace the change that will naturally occur as you go through the Maker journey – becoming a more complete YOU!</td>
</tr>
</tbody>
</table>
Harmonization and Flow

• Ecstasis - Communitas
• No typical “day at the office” = VUCA = volatile, uncertain, complex, and ambiguous
• Grit: passion, persistence, resiliency, and to an extent – an ability to suffer
• Flipping the switch – moving from individual to collective energy – performing as one
• Four signature characteristics: Selflessness, Timelessness, Effortlessness, Richness
• Six neurotransmitters: norepinephrine, dopamine, endorphins, serotonin, anandamide, oxytocin (pleasure)
Trends that Challenge
A Self-Prescription

- Meditation
- Sleep
- Technology management
- Exercise
- Intentionality
- Calendar management
- Team training in FLOW
- Agenda setting
- Reading

- Family and pets
- Delegation with authority
- Self-reflection
- Get a coach
- Messaging – Think, Feel, Do
- Boundary harmonization
- Context building – upstream and downstream leadership
Summary

Trust
Contact Information

Michael R. Bleich, PhD, RN, FNAP, FAAN
President and Chief Executive Officer

NursDynamics, LLC
221 Jasmin Park Court
Ballwin, MO 63021

Phone: 314-452-4484
Email: mbleich350@gmail.com