Positive Leadership

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What do you think leadership is?
We all have our days ...
You ARE a Leader

- Involved $\rightarrow$ you are not hands off!
- Even if not management within your division, you are still a leader

*Management is a function that must be exercised in any business, whereas leadership is a relationship between the leader and the led that can energize a team or organization* (Thompson, 2008)
Recognizing Roles and Perceptions

“A boss creates fear, a leader confidence. A boss fixes blame, a leader corrects mistakes. A boss knows all, a leader asks questions. A boss makes work drudgery, a leader makes it interesting. A boss is interested in himself or herself, a leader is interested in the group.”

-- Russell H. Ewing
The Perceptions

- **Follower**
  - “What do you want me to do?”

- **Bureaucrat**
  - “That’s not my job.”

- **Administrator**
  - “We’ve never done that.”

- **Contrarian**
  - “We’ve tried that before.”

- **Leader**
  - “Are you willing to initiate what needs to be done?”
Acting as a Leader

Leaders are *conscious* of how their emotions and behavior impact others.

Leaders *actively manage* the tension between staying positive and facing reality.

Leaders *remain engaged*, by focusing on the future and *accepting responsibility* to be the difference you want to see in others.
The Balancing Act

PNR (aka Positive Negative Ratio)

- Positive to negative interactions
- Tool used to measure and predict
  - e.g. divorce rate of newlyweds predicted with 94% accuracy after 15 min observation
- Workgroups with PRN greater than 3:1 more productive
Creating the PNR is a CONSCIOUS DECISION

The successful man is the average man, focused.
Unknown
Being a Positive Leader

Creating change within any group is a difficult task - even if the intent is to foster a more positive working environment.
Your Mission: Stay Positive in your Leadership Role

- Task #1:
  
  Reevaluate, Regroup and Restart
Your Mission: Stay Positive in your Leadership Role

- Task #2:

  Complete tasks in a different way to show leadership competencies.
Task #2

- Take initiative to shift away from a static system
- Look critically at wasted resources
- Empower others in shifting away from ineffective systems
- Set methods of brainstorming further reengineering
Your Mission: Stay Positive in your Leadership Role

- Task #3:

BE ENCOURAGING – But remember that getting the job done manages stress.
Task #3

- Procrastinating undesirable task increases our stress levels and decrease PNR
- Re-examine tasks
- Evaluate options for completion
- Set SMART objectives
SMART Objectives

- Specific – concrete and detailed
- Measurable – Quantity? Comparison?
- Achievable
- Realistic
- Time-Bound
REWARD YOURSELF