

Global Leadership: Expanding Your Influence

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Faculty Disclosure

Faculty Name:	Cathy Catrambone
Conflicts of Interest:	None
Employer:	STTI and Rush University
Sponsorship / Commercial Support:	None

Purpose

The purpose of this presentation is to inform all nurses of their ability to develop a plan to become leaders and influence global health.

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Objectives

Personally acknowledge one's potential scope of influence and capacity for influencing others

Describe a leadership model and appreciative inquiry approach as one method of self-awareness in leadership development

Recognize the value of intentionality in designing your leadership development journey

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Influence is the capacity to have an effect on the character, development, or behavior of someone.



Why is influence important?





Challenges Facing Nursing

Workforce Issues

Aging workforce with increase in retirees

Nursing shortages

Educational Issues

Large spectrum of educational requirements for nursing globally

Work environments

Staffing levels

Job safety

Incivility

Practice Issues

Inability to practice within full scope for many nurses

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Global Nursing Leader Shortage

Over 400,000 nurse leaders in formal leadership positions

5,800 chief nurses in the US leading 3.1 million nurses

17,500 chief nurses globally leading 19 million nurses

World Institute

2015

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Your Personal Influence

What is your current position?

On average, how many people do you influence in a month's time?

In what context or specific area do you influence?

Where do you see yourself advancing within the next 5 years?

How many people do you project being able to influence within the next 5 years?

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2015-2017 Presidential Call to Action



Influence to Advance Global Health and nursing

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Sigma Theta Tau International
Honor Society of Nursing®

Influence through
Advocacy

Influence through
**Lifelong
Learning**



Influence through
Policy

Influence through
Philanthropy



Influence through Advocacy

Develop advocacy expertise
Personally engage in advocacy
Foster advocacy partnerships



Influence through Policy

Develop relationship with legislator

Analyze evidence to inform policy

Engage in policy initiatives

Lead policy change

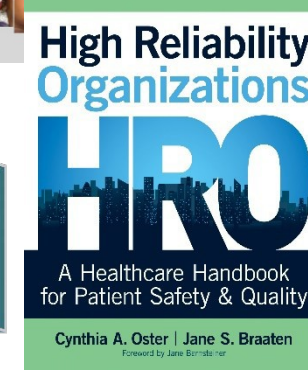
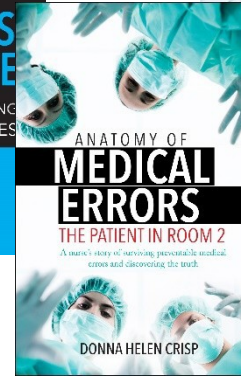
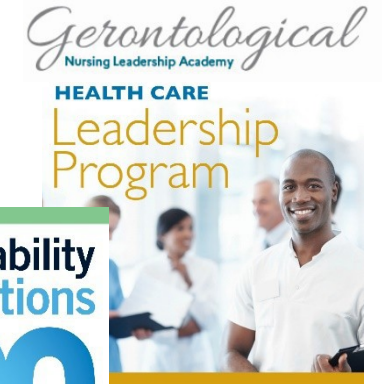
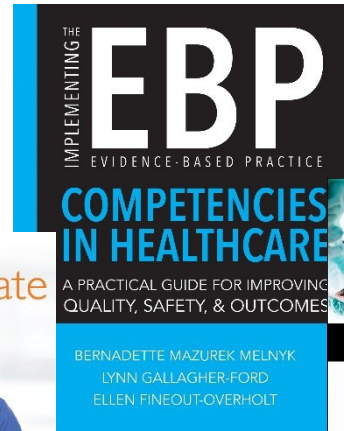


Influence through Lifelong Learning

Develop personally and professionally

Volunteer and serve as mentor for next generation leaders

Utilize STTI resources



Influence through Philanthropy

Contribute time and talent
Generate charitable donations
Support Future, Leadership,
Research Funds



From the
Greek word
“love of
mankind”
and
action for
betterment
of humanity



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Leadership Theories

Transactional

Transformational

Authentic

Transcendent

Quantum

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Kouzes & Posner Model: Framework for Leadership Development

Five Practices of Exemplary Leadership®

1. Model the Way
2. Inspire a Shared Vision
3. Challenge the Process
4. Enable Others to Act
5. Encourage the Heart

Kouzes & Posner 2013

Model the way

Personal example of expectations

Follows through on promises and commitments

Seeks feedback

Builds consensus

Clear about leadership philosophy



Inspiring a shared vision



Talks about future trends that influence work

Compelling image of future

Share exciting dream of future

Long-term interests in enlisting common vision

“Big picture” of what aspire to accomplishment

Genuine conviction of higher meaning and purpose work

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Challenge the process

Seeks challenging opportunities testing skills and abilities

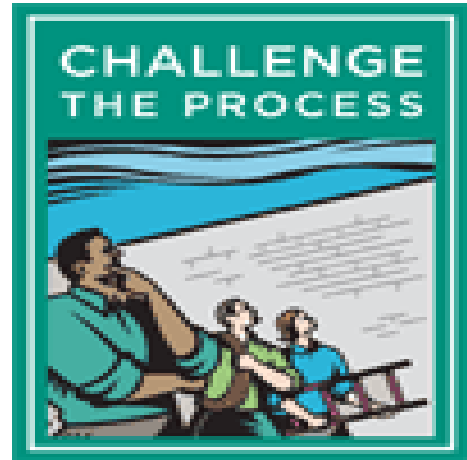
Try new and innovative work

Searches outside formal boundaries of organization

Asks “what can we learn”

Set achievable goals, concrete plans, and measurable milestones

Experiments and take risks, even if chance for failure



Enable others to act

Develops cooperative relationships

Actively listens to diverse points of view

Treats others with dignity and respect

Supports decisions

Gives others freedom and choice in doing work

Ensure grow in job by learning new skills and developing



Encourage the Heart

Praises people for job well done

Inform confidence in other's abilities

Creatively rewarded for contributions

Publically recognizes commitment to shared values

Celebrates accomplishments

Appreciation and support for contributions



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Self-Awareness



Appreciative Inquiry (AI)

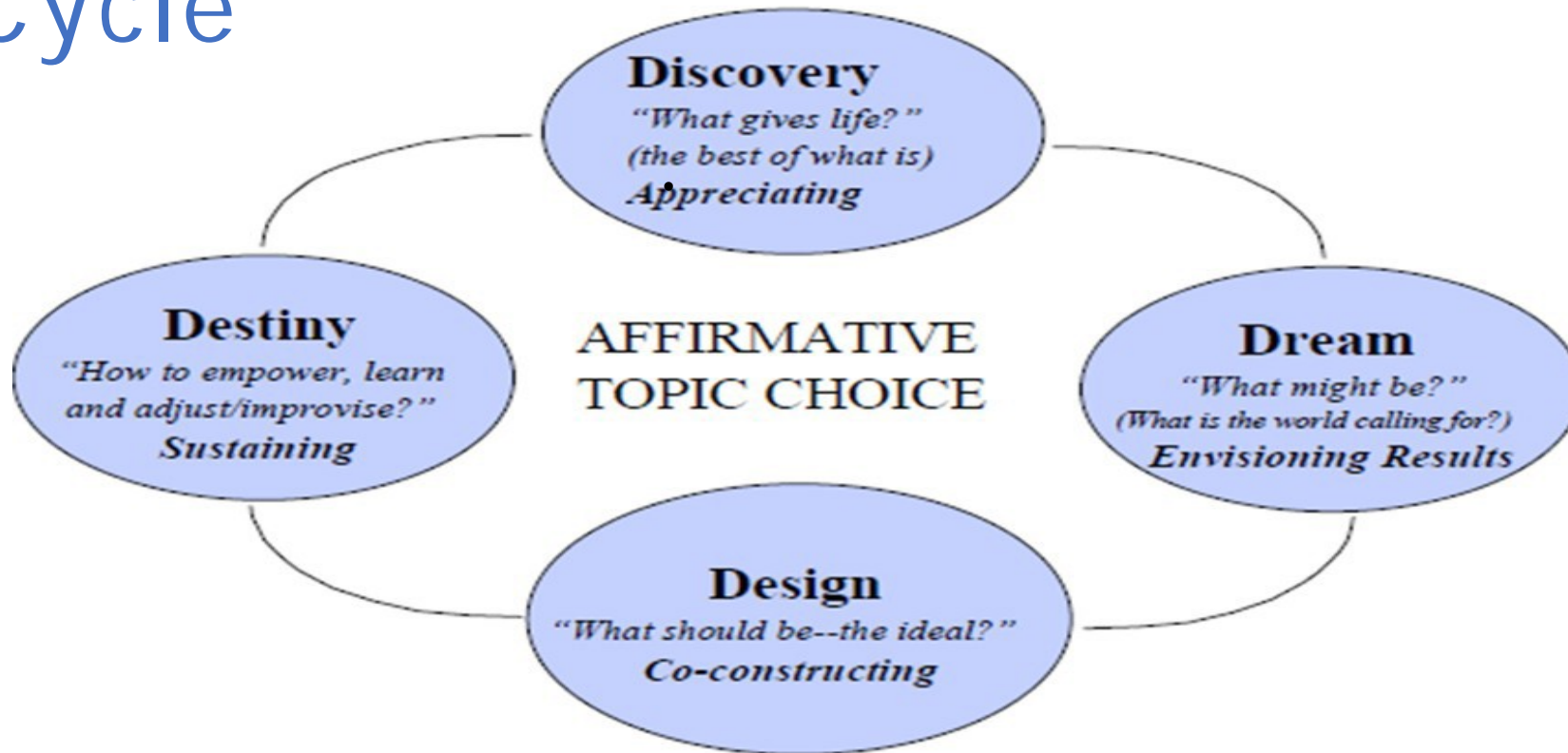
AI approach is grounded in positive psychology

Reflect on what has influenced the best possible outcomes

What were the contributing factors?

How can you highlight and enhance these factors?

AI 4D Cycle



Appreciative Inquiry "4-D" Cycle

Cooperfield & Whitney 2007

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Nurses must influence the future of healthcare

Nurses have the ability and the responsibility to effect positive change

Intentional leadership is key to enact change

State of urgency and opportunities serve as platform for nurse leaders

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Influential nursing
leadership
is essential to improving
global health.



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Reflections on Leaders

Committed to principles – unwavering core values

Value the importance of relationships

Convey and share a vision

Adaptable to changing environment

Apply multiple approaches appropriate to the setting

Persistent – face challenges

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Develop a Leadership Plan

Identify your values

Define your professional vision statement

Identify short-term and long-term goals

Design strategic action plan for intentional development

Select a mentor(s) who can guide you

Create timeline and update regularly

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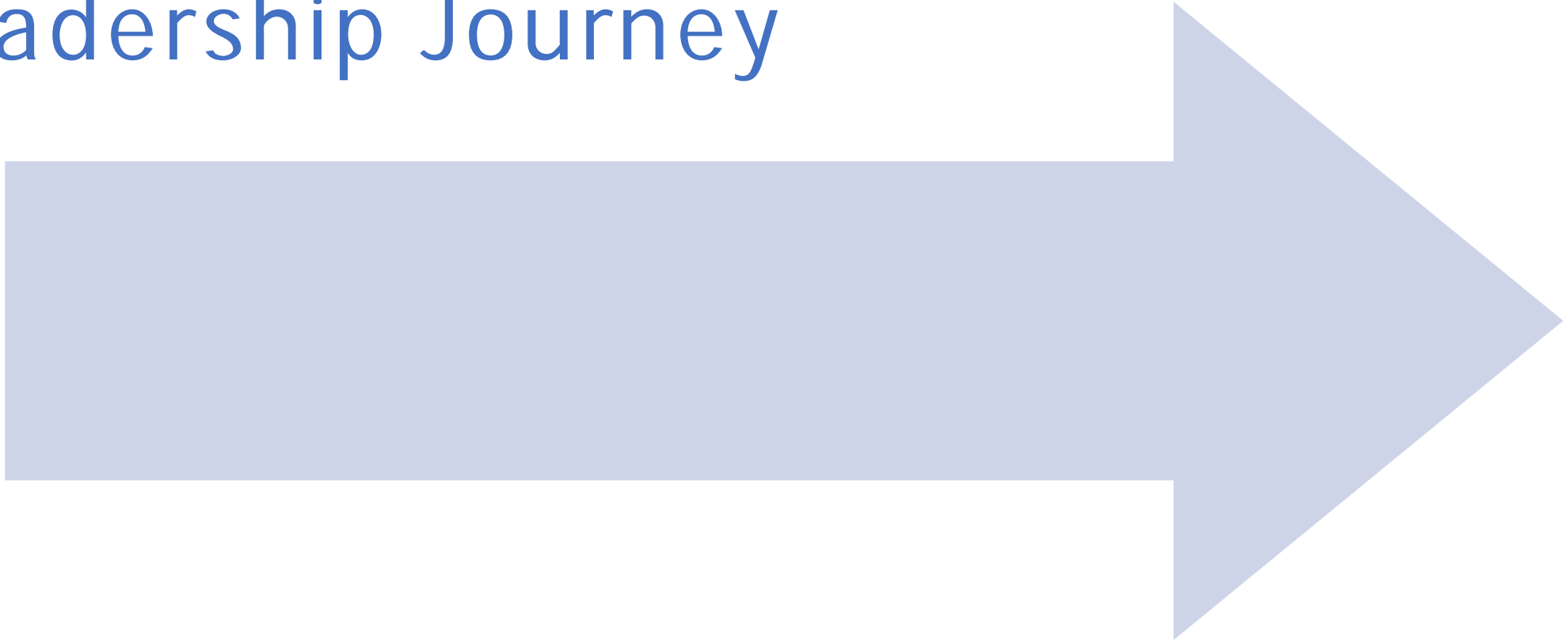
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**A JOURNEY OF A THOUSAND MILES
BEGINS WITH A SINGLE STEP.**

LAO TZU



Respiratory Health Association (RHA) Leadership Journey



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Our Mission:

Advancing world health and celebrating nursing excellence in scholarship, leadership, and service

Our Vision: The Global organization of choice for nursing

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STTI Leadership Journey



Mentoring

A mentor commits to guiding and supporting an individual's development personally and professionally



What is a Mentor?

The most effective mentors:

welcome individuals into the profession and take a personal interest in their career development and well-being;

willing to share their knowledge, materials, skill and experience with those they mentor.

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Characteristics of Effective Mentors

Knowledge of their field:

Considered by experts in the field

Set high standards

Enjoy and are enthusiastic about the field

Continually develop as professionals

Use a variety of techniques in mentoring relationship - to support the mentee achieve his/her goals

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Characteristics of Effective Mentors

Earned respect of colleagues:

Listen to and communicate effectively with others

Recognize excellence in others and encourage it

Committed to supporting and interacting with their colleagues

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Clarifying Expectations

The frequency of contact, the availability and the accessibility of the mentor and the recipient.

The amount and kind of support that are needed by the recipient or that can be provided by the mentor.

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Mentoring Relationships



Chapter leaders are essential to STTI's vision

Continually strive to strengthen your influence

Role model lifelong learning

Communicate the vision and members' value

Engage members – foster collaboration and growth

Share knowledge – continually connect members to their larger community

Empower members – seeking opportunities for members to influence, lead and grow

Celebrate their successes!

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Be the change you wish to see in the world.

***Mahatma
Gandhi***