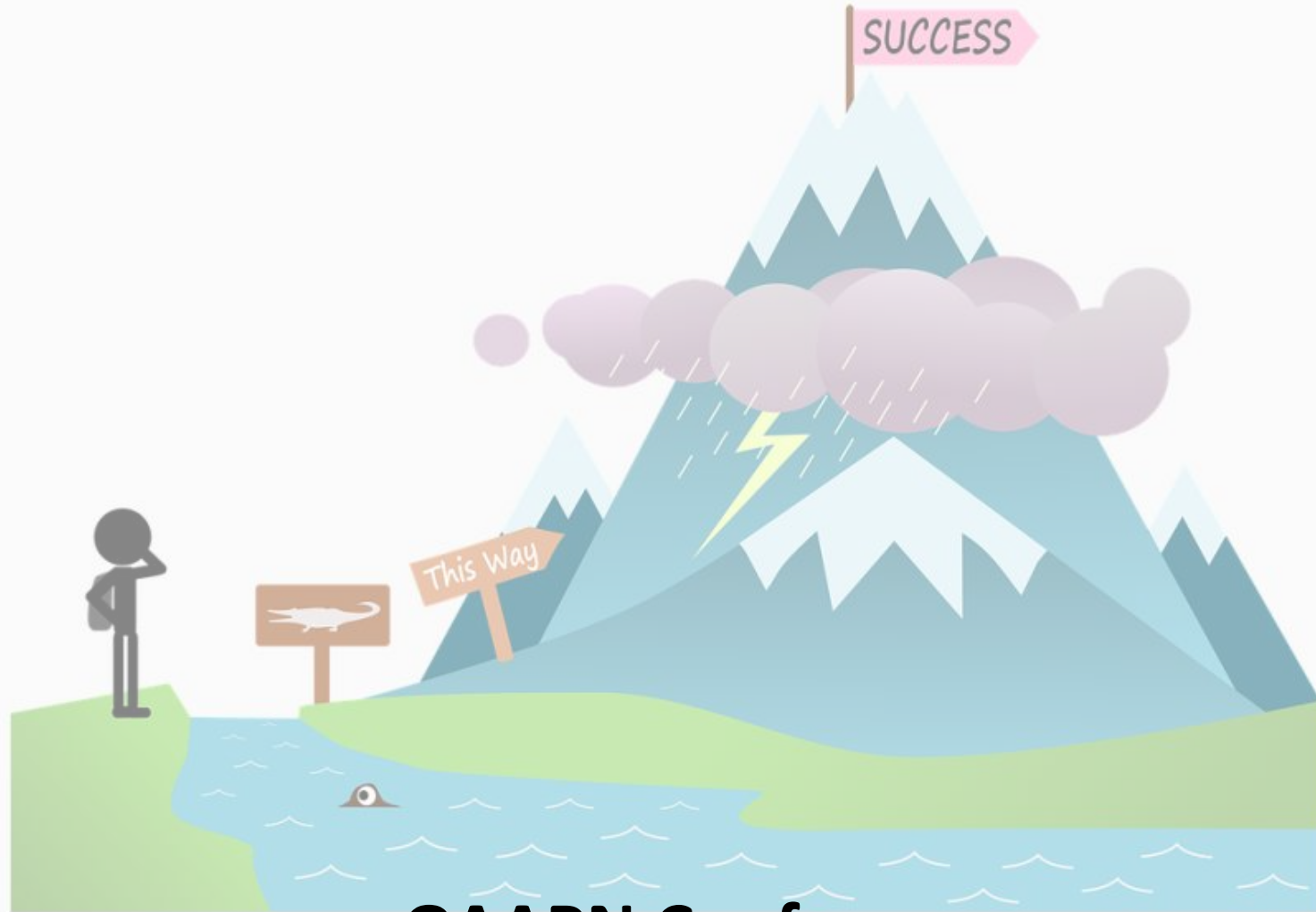


Transforming Leadership



OAAPN Conference

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October 27, 2023

Transforming Leadership

Overarching Objectives

- Frame leadership from a strengths-based lens
- Understand how one's whole self contributes to one's leadership style
- Understanding personal management and leadership styles
- Connect with one's purpose, values and core strengths
- Identify and develop a plan to improve leadership skills

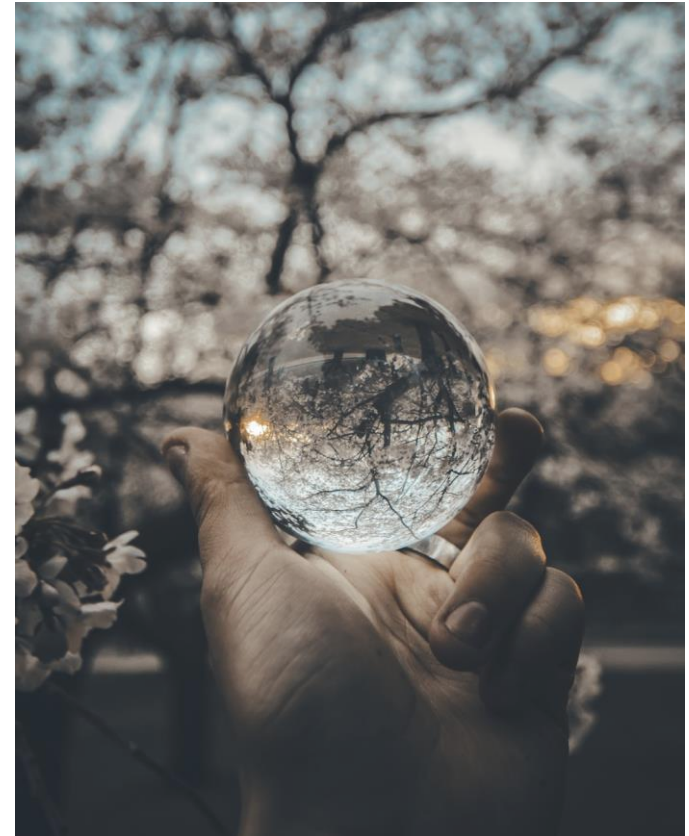


How do you view yourself as a leader?



My Leadership Philosophy

- You are a **leader**.
- Leaders can emerge at any time and in any context.
- Leadership is personal and professional.
- A leader can lead in different ways, with or without titles and roles.
- Personal and team ROI with regard to productivity, accountability, engagement, purpose, and fulfillment



I would be a better leader if I

_____.

If I were a better leader, I could

_____.

If I were a better leader,

I could make a bigger impact.

I could speak up more with my ideas.

I could inspire others to step up to the plate and into a leadership role.

I could ask for help and delegate.

I could present a more polished, professional personality.

I could promote the organization & profession better.

I could help people realize their potential.

I could identify the 'stars' in my midst more readily.

The Leader's Journey



Lead
Self



Lead
Others



Lead
Teams



Lead
Organizations

“If you look to lead, invest at least 40% of your time managing yourself — your ethics, character, principles, purpose, motivation, and conduct.”

- Dee Hock, founder of Visa credit card



What does a leader do?



Coach

Guide

Inspire

Characteristics of a leader

- **Purpose.** Leaders empower people to see the intention behind specific goals, enabling them to take equal part.
- **Motivation.** Leaders empower their team members to work passionately beyond their responsibilities towards a common goal.
- **Vision.** Leaders see the bigger picture and can unite their team members behind their vision.
- **Empathy.** Leaders empathize with their team members.
- **Creativity.** Whereas managers might feel inclined to stick to the status quo, leaders innovate in bold and creative splashes.
- **Always trying to improve.** Leaders never stop bettering themselves.

Why is it important to become a leader?

- Prevent burnout
- Increase satisfaction
- Increase engagement
- Increase personal agency in personal and professional life
- Promote nurse practitioner practice
- Find your voice, and be the voice for others
- Live the life you want

See references

What would it mean to *transform* yourself as a leader?



Before every beginning,

there must be an ending.

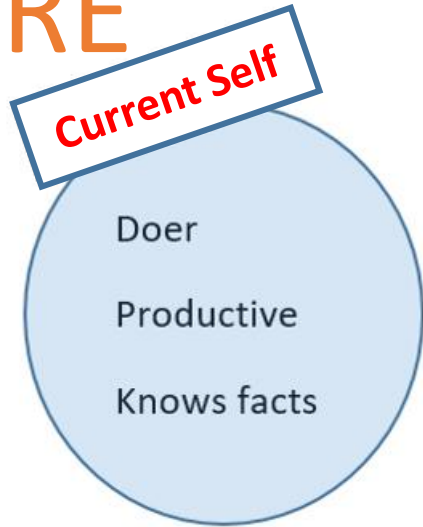


What keeps you stuck in your development
as a leader?

What Got
You **Here**
Won't Get
You **There**



HERE



Current Leader Self

Relies on strengths, expertise, expectations
Zone of excellence
Continues with status quo

Hurdle – Identity/Ego

Who am I?



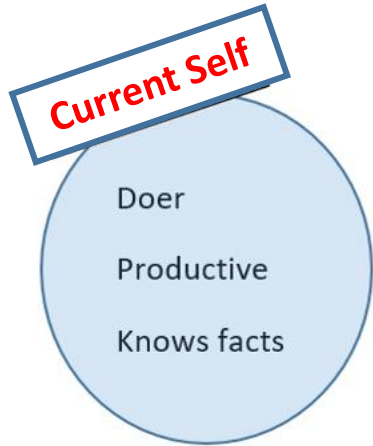
THERE



Leader Best Self

Transforms – Acts/practices their way into a new reality
May need skill development
Zone of possibility

HERE



Current Leader Self

Relies on strengths, expertise, expectations
Zone of excellence
Continues with status quo

Authenticity Paradox

Doing things that don't come naturally can make you feel like an imposter. **Different from Imposter Syndrome.**

Authenticity easily becomes an excuse for staying in your comfort zone.

We need to do the opposite – work toward a future version of self by stretching way outside the boundaries of who you are today.

Not wanting to say
"no"

Self doubt

Feels good to be the expert

Unorganized

"Forgetting" to reach
out for help

Not getting enough rest

Spread too thin

Lack of delegating

Lack polish

Don't want to step
outside of my lane

Tired

Hard to be present

Lack of
confidence

Overwhelmed

Juggling too
many things

Afraid

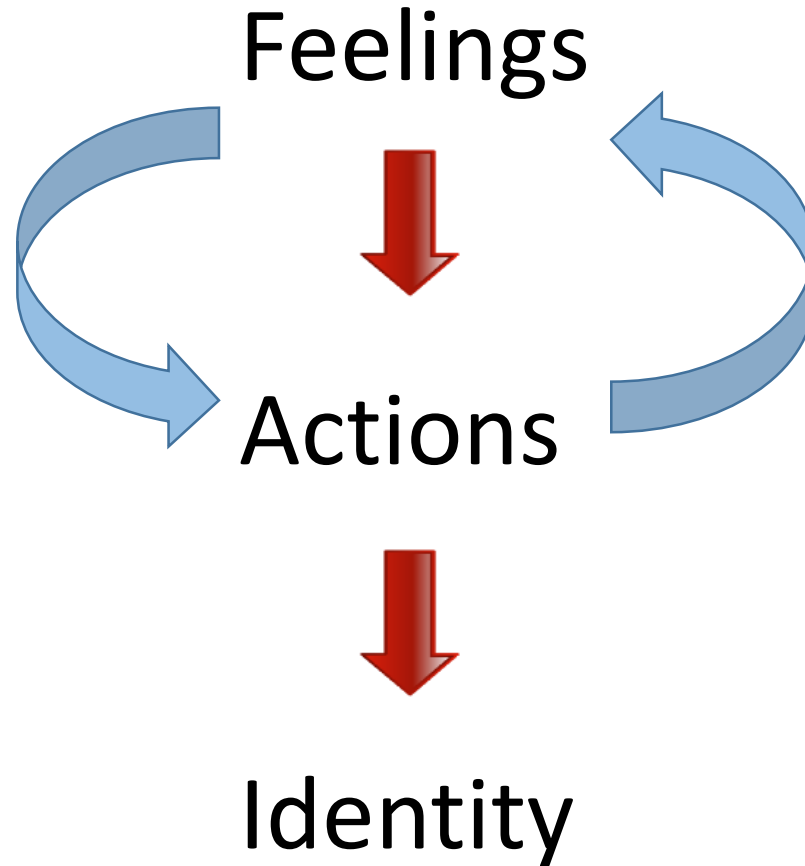
Work and life
demands

Forgetting deadlines



Feeling-driven Behavior and Identity

Imposter
Syndrome



Identity-driven Behavior

Feelings



Actions



Identity

Identity



Actions



Feelings

LBS-driven Behavior

Feelings



Actions



Leader

Leader

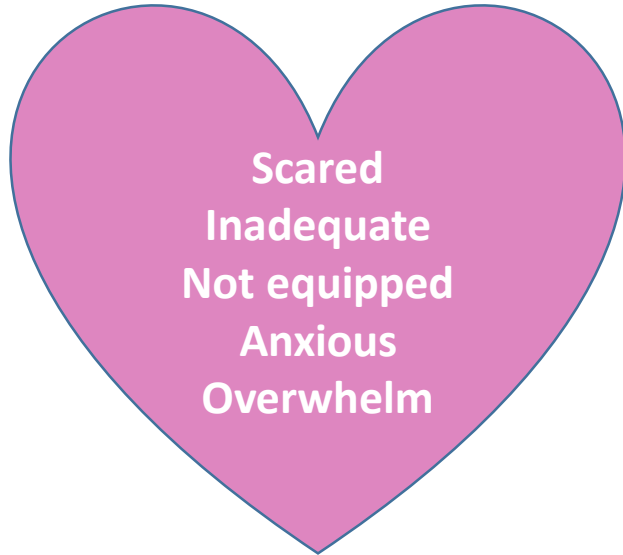


Actions

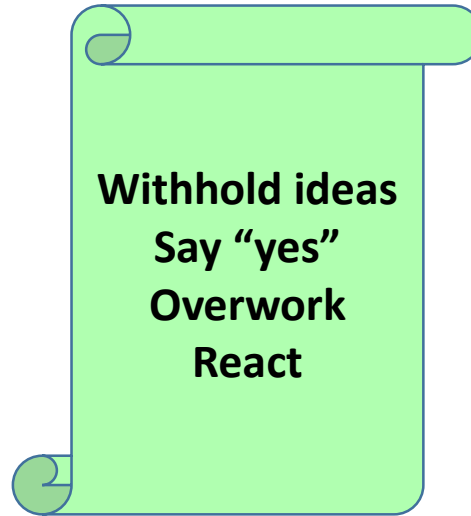


Feelings

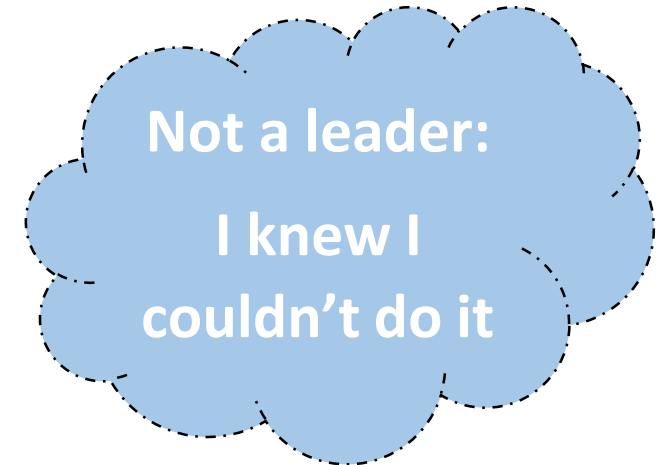
Feelings



Behavior



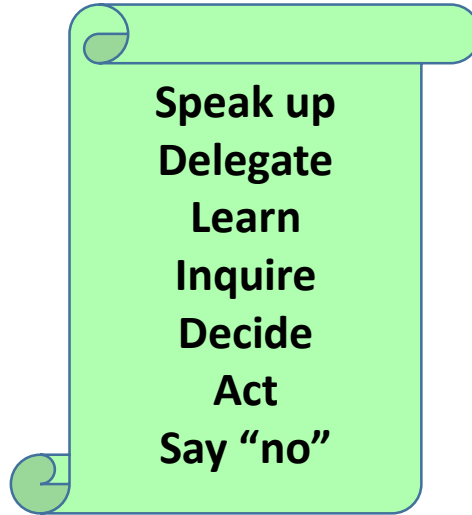
Identity



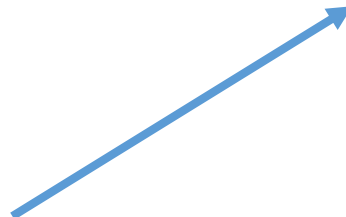
Identity



Behavior



Feelings



Skill development



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Imposter
Syndrome



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Learner
Mindset

What does it mean to be an authentic leader?

- Lead with heart
- Lead with purpose
- Lead with values
- Recognition of strengths and how they can also be our kryptonite (what really bothers you? It is likely that is one of your strengths)

We can't use being authentic as an excuse to stay stuck in our leadership.

How to Get There – Intention Toolkit

- Leader identity driven behavior
 - Remind yourself of the leader you want to be
 - Deliberate action, not reaction
 - Skills training
- Cognitive reframing
- Shine the light on fear
- Pause



We often overestimate threats while underestimating our resources for managing them.



Cognitive Reframing



Shine the Light on Fear

See threats clearly

1. How **big** is the threat?
2. How **likely** is the worst outcome?
3. How **bad** would it actually be?
4. What **resources** do you have to manage the potential risk?





Transformation facilitators

- Identify and challenge self-limiting beliefs, self-imposed barriers, self-confining assumptions
- Push beyond boundaries of comfort zone
- Reflect on personal and professional development plans, make course corrections/shifts
- Practice your way into identity and behavior



Getting From Here to There Process

What do you want to **stop** doing to get “there” (leader best self)?

What do you want to **begin** doing to get “there”?

What do you want to **continue** doing to get “there”?

How can you practice your way to there?

I give myself permission to _____.

I give myself permission to not _____.

Leadership Skills

1. Active listening
2. Empathy
3. Strategic thinking skills
4. Creativity
5. Inspire others
6. Flexibility
7. Information → Action
8. Project planning
9. Coach and develop others
10. Manage time and energy
11. Build and sustain trust
12. Strong communication skills
13. Challenging conversations
14. Reliability
15. Manage others
16. Develop/share leadership vision
17. Influence skills
18. Find and share the 'why'
19. Leadership presence
20. Ability to say 'no'
21. Emotional intelligence
- 22.
- 23.
- 24.
- 25.
- 26.
- 27.
- 28.
- 29.
- 30.

OAAPN LEAD Academy 2024

Learn. Empower. Activate. Design.



How Women Rise book club

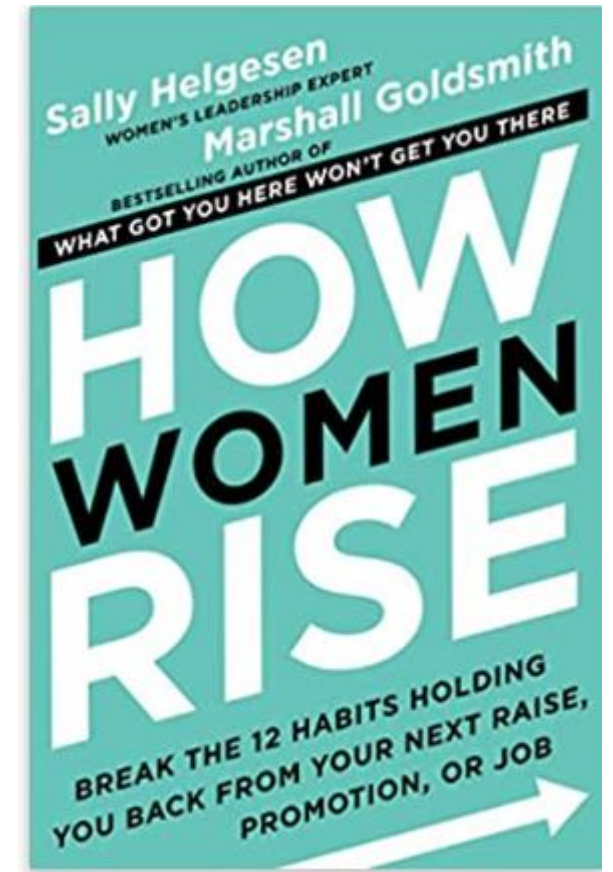
- 4-session book club
- Group coaching and learning
- Work through the 12 habits that hold women back from our next raise, promotion, or job
- Begin your upward trajectory

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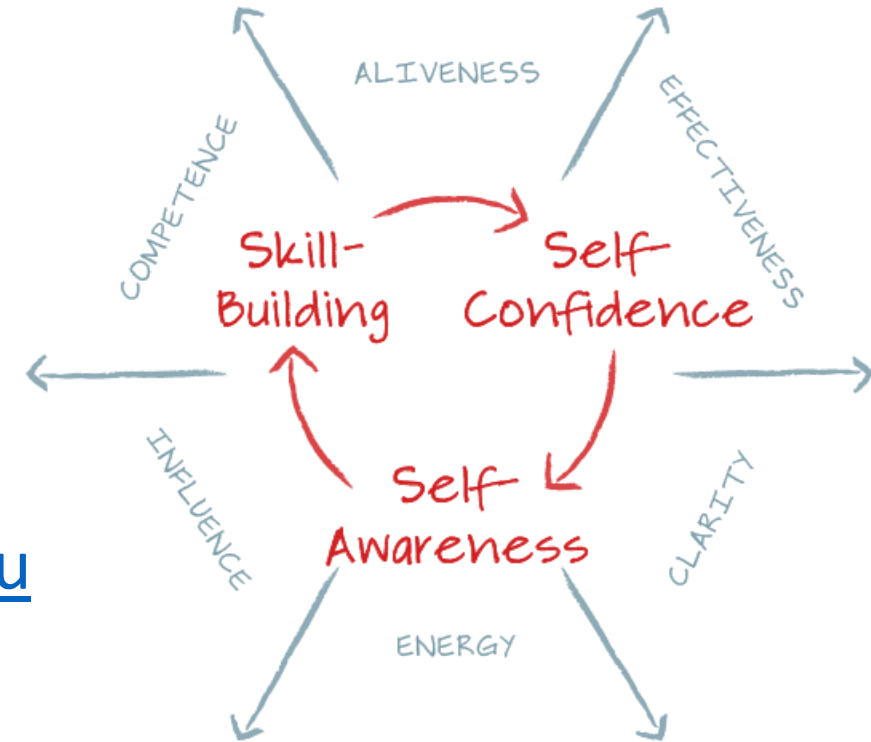
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