

What If the Key to Better Leadership Isn't Managing Others, but Mastering Yourself?

Leaders can't lead others when their emotions are running the show. Managing your emotions isn't a bonus skill for leaders—it's your number one job.

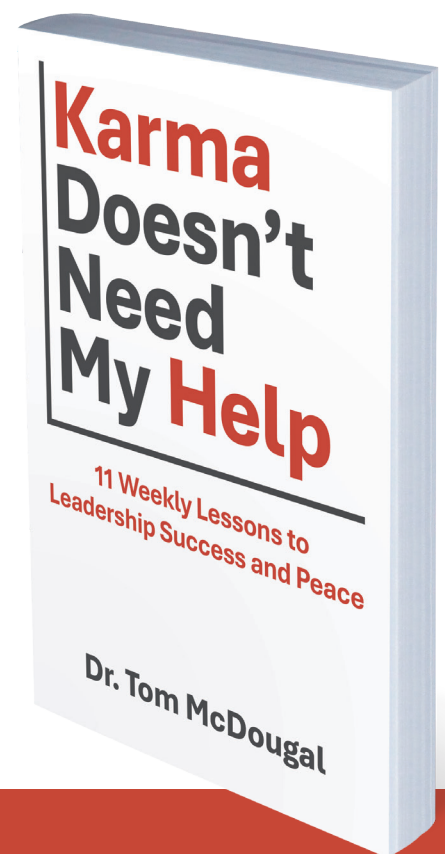
In *Karma Doesn't Need My Help: 11 Weekly Lessons to Leadership Success and Peace*, Dr. Tom R. McDougal, Jr. shares powerful, unexpected principles drawn from decades of leadership in healthcare and business. With a blend of real-world experience, hard-won insights, and a dose of humor, he challenges conventional thinking on what it means to lead well and live well.

From learning how to manage negative emotions and stop over-functioning to embracing humility, reflection, and trust, this book offers a weekly path toward transformation from the inside out. Each lesson builds on the last, guiding readers to think differently, lead intentionally, and show up with presence and peace.

You will learn:

- The “light switch” technique that helps you reset emotionally between conversations
- Why trying to solve every problem yourself actually weakens your team—and how to stop
- The hidden leadership trap behind the phrase “I already knew that”
- How to lead with calm and clarity in the face of chaos, pressure, or uncertainty
- Why perfectionism creates paralysis—and how to replace it with progress
- The mindset shift that helps you trade resentment for real influence
- Why self-reflection—not self-righteousness—is the most underrated leadership skill

Whether you're a seasoned executive or just starting your leadership journey, this book will make you pause, reflect, and grow. Because the best leaders don't just inspire others—they first work on themselves.



About Tom McDougal:

Dr. Tom McDougal retired from hospital leadership in 2024 after serving as a hospital CEO for 23 years over a 33-year career. This book was conceptualized for more than a decade as he wanted to write it after his hospital CEO career was completed to ensure its honesty and authenticity. Dr. McDougal holds a Doctorate in Healthcare Leadership, a Master of Science in Healthcare Administration, a Master of Business Administration, and a Bachelor of Business Management. He is also a Life Fellow of ACHE. Tom and his wife, Wendy, just celebrated their 32nd wedding anniversary and are the proud parents of Mary Ann and Madden.

For more information or to engage Tom McDougal to speak to your group, please contact Healthcare Plus Solutions Group® at Info@HealthcarePlusSG.com.

Engage Tom to Speak to Your Group or Organization

Tom is available for keynote presentations and workshops. See below for just a few of his most popular titles. He will gladly customize a speech or workshop for your audience.

Karma Doesn't Need My Help: Leadership Lessons That Bring Success and Peace.

Leadership is rarely calm. Peace, as a leader, is even more rare. Pressure, conflict, and constant change can test even the most seasoned professionals. In today's climate of layoffs, disruption, and uncertainty, a leader's state of mind can make—or break—a team. Stress, anxiety, and negative emotions don't just live inside you; they leak out and shape the culture around you. But lasting success—and personal peace—come from mastering yourself first. In this keynote, Dr. Tom McDougal shares 11 timeless lessons for leading with composure, humility, and intention. Drawing on decades in executive leadership, he explores how emotionally aware leaders build trust, create stability, and make better decisions—no matter what challenges they face. In an era of disruption and uncertainty, these principles offer a steady foundation for leading with confidence, credibility, and calm.

What I Wish I Knew at 27: Advice for Young Leaders Stepping Into Big Roles.

Stepping into leadership early in your career is both exhilarating and overwhelming. At just 27 years old, Tom McDougal became a hospital CEO. Suddenly he was responsible for decisions, conflicts, and crises that most leaders don't face until decades later. In this keynote, he shares the lessons he wishes he had known then: why trying to “know it all” backfires, how humility builds credibility with seasoned team members, and why emotional intelligence is the difference-maker for young leaders in high-stakes roles. Through candid stories and practical advice, McDougal offers a roadmap for rising leaders to avoid common pitfalls, earn trust, and succeed in the spotlight without burning out.

Escaping the Hydra: Why Leaders Should Stop Solving Every Problem.

The Hydra of Greek mythology grew two new heads every time one was cut off—a fitting metaphor for the leader who insists on solving every issue themselves. The more you fix, the more problems seem to multiply. In this keynote, Dr. Tom McDougal shares why the “heroic problem-solver” mindset actually weakens teams, creates dependency, and fuels leader burnout. Drawing from decades of executive experience, he shows how the most effective leaders break free from the Hydra's grip by empowering their people to think, decide, and act for themselves.

Leading Under Pressure: How Great Leaders Manage Stress Before It Harms Their Team and Organization.

Stress is inevitable in leadership due to pressure to perform, politics, inflation, funding cuts, strategic relationships, and turnover—but it does not have to result in hating your job, burnout, panic, and poor decision-making. In this keynote, Dr. Tom McDougal draws on decades of executive experience to show leaders how to manage their own stress while keeping teams steady during turbulence. The result can be success and joy in leadership. Through real-world stories and practical strategies, he reveals how leaders can reset quickly between high-stakes moments, project calm even under fire, and model resilience in ways that ripple across the organization.

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