

Tips For Successful Healthcare Leadership Today

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If the current challenges within the healthcare industry have taught us anything, it's that it's time to think and in many cases lead differently. Today's healthcare workforce often feels devalued, taken for granted, and just plain forgotten. Leaders that genuinely care about their colleagues and staff

have a huge advantage when it comes to energizing, inspiring, and increasing workforce engagement and commitment.

Emerging leaders often wonder what the best healthcare leaders know and do? Well, for starters (and this is the most important point) successful leaders pride themselves in hiring and retaining great people. They've learned that there is no substitute for talented, skilled, dedicated employees. That's Job 1 as a Leader! If you get that right, a style of Leadership can then be applied which helps create and maintain a highly satisfied and exceedingly productive workforce.

Following are the actions steps necessary to make this leadership model work optimally:

1. Make regular check-ins with people who report to you personally. As much as possible, dedicate time in each check-in to share your personal stories and ask and listen to theirs. Personalized Leadership is the key to establishing "followership".
2. Whoever is affected by your decisions, invite them into the decision-making process. Make sure every voice and viewpoint has a chance to be heard.
3. Seek mutual understanding particularly when there is disagreement. Always apply [active listening skills](#) in your interactions with colleagues and staff.
4. Avoid a common leadership error of believing that people want you to craft solutions and tell them what to do. In fact, what people want from you is information, connection, inclusion, and respect.
5. Support the reasonable decisions of people who report to you.

6. Express to those who report to you what you want to achieve, don't tell them how to do it.
7. Set a personal example.
8. Keep your promises and confidences to establish Trust. Remember Trust is the currency of Leadership. Employees that Trust you will be willing to follow you. It takes time to develop Trust, but it can be readily destroyed when promises are broken, or confidential information is inappropriately shared.
9. When facing uncertainty in addressing a particular issue or challenge, rely on the organization's mission, vision, and value statement to be your guide.
10. Seek balance in your work, personal, and family life and find ways to bring joy and fun into the workplace. Stay true to who you are and remember that teams having fun together are hard to beat.

This time-tested leadership model works - but it's fully dependent on hiring talented, skilled, dedicated employees committed to the success of the organization.