



# Leadership in Action

October 16, 2019

Mike Freel, PhD

[Mike.Freel@bellevue.edu](mailto:Mike.Freel@bellevue.edu)

# Congratulations!

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- You have successfully committed to your own leadership development by completing the NHA Leadership Institute!
- You have embraced 360 degree feedback, coursework, coaching, and the benefits and challenges that come with them!
- You are ready to spend some time considering how you can continue to develop as a leader!

# QUESTION

If you were to complete the sentences below, what would you say?

“What healthcare needs is.....”

“What I still need to know about leadership is.....”



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# Healthcare Priorities **2019**

- What does it mean to be a **HIGH RELIABILITY ORGANIZATION?**
- Collaborative Medicine - who's in charge?
- Leadership
- Staffing - turnover, talent acquisition, talent management, knowledge sharing, technology, revenue generation, etc..., etc..., etc...,

Yet, you are still here!

# Now that you're **ALMOST** **DONE**, Let's Discuss...

- What behaviors make a successful leader?
- What behaviors make a good follower?
- Who are you, as a **LEADER**?
- Who are you as a **FOLLOWER**?

# Leaders and Storytelling

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- Storytelling is one of the best communication techniques leaders can develop
- Stories bring the listener to you on a personal and professional level
- **Take some time and put your leadership story on a timeline (draw it out)**
- Remember to include the Leadership Institute
- What made you the leader you are today? Tell us your story...
- **Now, where do you want to go?**

# Reflections from Leadership Institute

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- January - October
- Becoming more self-aware
- Revisit your leadership goals
- 360 degree feedback
- Hidden strengths and black holes
- Coaching

# Month by Month – What Did You Gain?

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What were your learning highlights?

- Lied Conference Center - Orientation
- Using 360s for Improved Leadership
- Conflict and Coaching for Improved Performance
- Analyzing Performance Issues
- Recruitment and Performance Management/Workplace Diversity
- What's My Type? Temperament at Work
- Leading Teams
- Today?



# How have you become more self-aware?

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- Self perception - how do you think about yourself differently now?
- What did you learn about your hidden strengths and/or black holes?

# DISCUSSION Questions

Leadership and followers..... are they the same? You can be given a subordinate, but you can't be given a follower.

What is your definition of the "ideal" leader?

What is your definition of the "ideal" follower?



# What's the Difference?

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- Not everyone is a leader - that's ok
- Not everyone wants to be a leader - that's ok
- Management differs from leadership
- You can be a leader/follower in multiple settings throughout your day
- Leadership/followership is a relationship, and you have many relationships
  - Friend, employee, student, son/daughter, spouse, roommate, volunteer, etc...

# Expectations of Followers

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- Drive successes of leaders
- Followers' needs, aspirations, values, hopes fears - all allow leadership to arise
- Followers ask, "How can this leader help me get what I want/need?"
- Leaders meet those needs and then encourage our "best" selves to emerge

# The **ACTIVE** Concept of Followers

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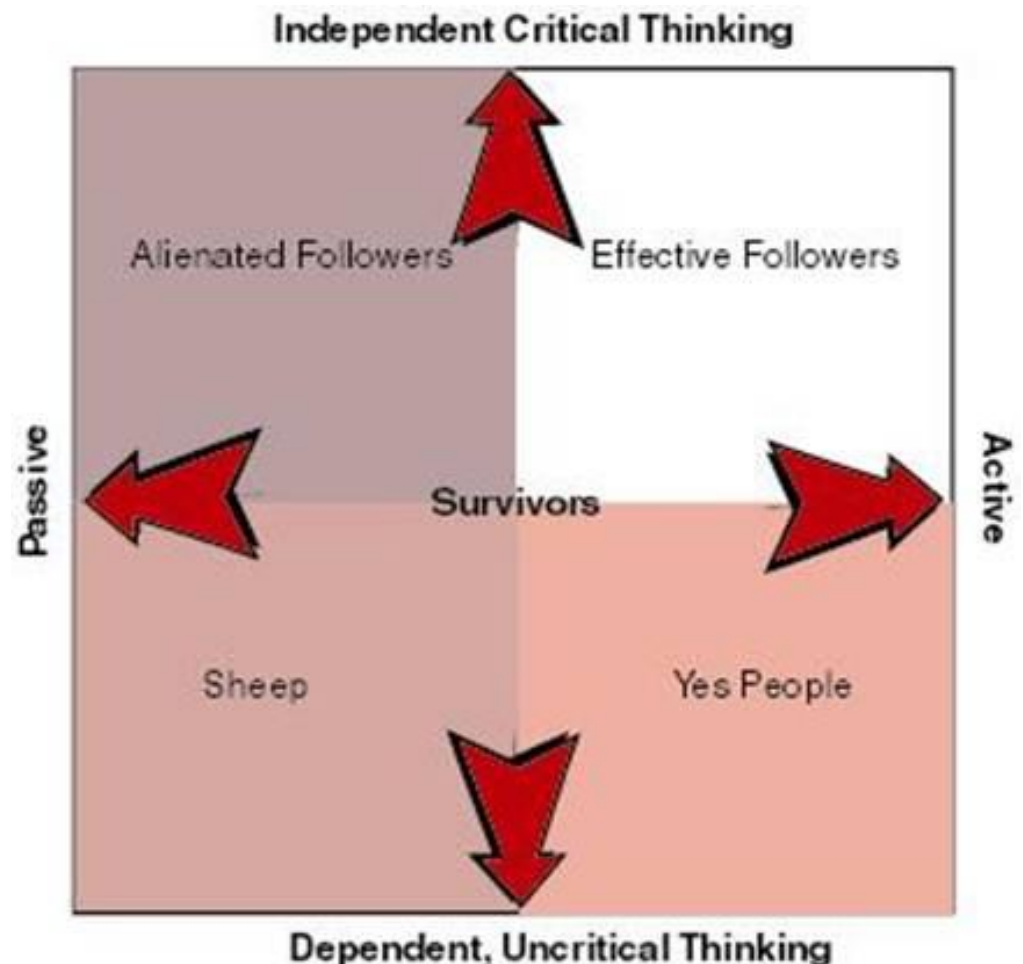
- Active followers - active in leadership process
- Situational followership - you function as a leader/follower based upon the situation
- Some prefer not to exert power required to be leader
- Some followers are leaders - actively passive or passive aggressive (actively disengaged)
- Followers "do" leadership

# DIMENSIONS of Effective/Ineffective Followers

Critical  
Thinking

vs.

Engagement



# How to **ENCOURAGE** Excellent Followership

1. Improve independent/critical thinking
2. Encourage self-management
  - a. Disagreeing agreeably
  - b. Building credibility
3. Align personal and organizational goals
4. Acting responsibly toward the organization
5. Understand similarities and differences between leader and follower roles
6. Move between roles easily



What's your definition of leadership?

**WRITE IT OUT NOW.**

How does it compare to what you wrote in the first session back in January?



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# NEXT Steps

Now... what are your next steps?

- What specific steps could you take to build your leadership skills?
- Where and how do you want to lead?
- How can you achieve those goals?
- What can you read?
- Who can you keep in touch with?



# Thank you.

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On behalf of the faculty and staff at Bellevue University, thank you for allowing us the privilege to have a small part in your leadership journey.



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Faculty Phone: 402.557.7121

Faculty Email: [mike.freel@bellevue.edu](mailto:mike.freel@bellevue.edu)

[bellevue.edu](http://bellevue.edu)