Leadership: A Workshop for Developing Excellence in Leading Healthcare Initiatives, Change, and Interprofessional Teams

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HRSA

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Background

• Lack of educational programs educating professionals together
• Even when IP teams are developed they often continue to work in silos beside each other rather than as collaborators
• Team members often lack skills to overcome:
  • Barriers
  • Conflict

Workshop Overview

• Emotional Intelligence
• Johari’s Window
• Disc – Behavioral Profile
• “Escape Fire”
• Awareness Wheel
Leadership Workshop

- One day experiential workshop for students
  - Part of a semester based hybrid format
- Interprofessional
  - DNP/NP, Nurse Executives, DPT, Clinical Counselors

Factors Impacting a Leader

What is most Significant Predictor of a Successful Leader?
Emotional Intelligence

<table>
<thead>
<tr>
<th>Self-Awareness</th>
<th>Social Awareness</th>
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<tbody>
<tr>
<td>Self-Management</td>
<td>Relationship-Management</td>
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Johari’s Window

<table>
<thead>
<tr>
<th>Open Window</th>
<th>Secret</th>
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<tbody>
<tr>
<td>-You know</td>
<td>-You know</td>
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<tr>
<td>-Other’s know</td>
<td>-Other’s don’t know</td>
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<tr>
<th>Blind-spot</th>
<th>Unknown</th>
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<tbody>
<tr>
<td>-You don’t know</td>
<td>-You don’t know</td>
</tr>
<tr>
<td>-Other’s know</td>
<td>-Other’s don’t know</td>
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Signs of Amygdala Hijacking

Controlling your physical reaction i.e. deep breathing

Purpose of Disc Profile

• Behavioral Profile
• Helps you understand self and others better
• Understand how behavioral types impact you as leader and team member
• Learn to work better together
DISC Profile

Fast

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<tr>
<th>D</th>
<th>I</th>
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<tbody>
<tr>
<td>Dominance</td>
<td>Influence</td>
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Task

<table>
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<tr>
<th>C</th>
<th>S</th>
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<tbody>
<tr>
<td>Conscientiousness</td>
<td>Steadiness</td>
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</tbody>
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People

Slow

Escape Fire: The Fight to Rescue American Healthcare

Movie
- Indorsed by the AMA, AAFP, and ANA
- CNE credits

Activities
- Students viewed portions of the movie
- Separated into groups to design a “Safety-Net Clinic”
- Groups included different professions and different DISC profiles
- A “instigator” was placed in each group
### Awareness Wheel

- **Facts:** We have been assembled to develop a safety net clinic. The goal of this assignment is for us to work effectively as an interprofessional team. So far we have not heard the opinions of the other members of the team.

- **I imagine:** I imagine that you have had a lot of experience in healthcare. I imagine that you are not confident that the others on the team have as much experience as you do. Thus the other members of the team do not have as much to offer.

- **I feel:** I am concerned that we may not be able to develop a safety net clinic that considers the expertise of all of the professions on the team. I feel somewhat unheard and that my contributions are not seen as important.

- **I want:** I would like for us to develop the best safety net clinic that we can. I want to be able to utilize your expertise as well as the expertise of the others on the team to develop the most effective safety net clinic. Can you help me figure out how we can make this happen?
Outcome

• **Project on Safety Net Clinic:**
  – Physical therapist tended to see physicians as leaders and themselves as managers
  – DNP saw themselves as the leader
  – The teams did develop clinics that included other professions
  – The assignment was well received
  – Students wanted more time to work as teams
  – Students wanted more disciplines in the course

Roles Resulting from Programs

• Political Office
• NP Owned Practice (reorganization)
• Programs for disenfranchised individuals
QUESTIONS??