

# McNally & Associates

## LEADERSHIP REFLECTIONS

### LeaderShift

1. Take a few minutes to jot down at least 10 things that are now different about healthcare / patient care than they were when you first began studying for your career.
2. In what ways are the changes you listed above “good” changes?
3. In what ways are the changes you listed above “not good”?
4. Do colleagues your same age agree with you?
5. Do colleagues 10+ years younger than you agree with you?
6. Defend the positions that are the opposite of yours. Notice feelings you have while doing this.
7. Try this exercise with members of your staff. Then have a conversation about whether real “listening” occurred.

### LeaderShift

The Art & Science of "Going with the Flow" ... (without losing yourself in the process)

By Liz Cunningham

Far from being an over-used phrased indicating that one is in ultimate control and reliably secure, "Going with the Flow" has important implications for people who want to be personally and professionally “on top of things.” Our fluctuating organizations and, on a grander scale, our State of the World demand that we find a way to live with constant major changes. Look around and you will see people who are able to do this with grace and wisdom — while others employ a style punctuated with consistent sputtering confusion.

What it is that makes the difference? Perhaps the four-word phrase at the top of the page offers some insight. Or perhaps this Hebrew proverb says it more clearly.

*“Do not confine your children to your own learning — for they were born in another time.”*

We are truly living and working in another time. Very different from post-war years when college professors began putting their collective pearls of business acumen into books which resulted in the academic discipline of Management. In 1950 they called it the Human Relations School and it was intended to bring personal awareness into highly mechanized work environments. It was a major philosophical shift in thinking about the priorities of work environments.

Today, major shifts are occurring every few years. Try as we might to deny that uncertainty is an organizational and life norm which refuses to go away, we all must find a way to that makes sense to accept this. It is difficult to tell our children “how the world is.” It is impossible to be a leader with all the answers. Life and work are changing too fast. So maybe a good leader is one who does not try to tell others how it is but rather shows by example how to determine the winds of change, chart a plan

that feels on course and sail with confidence.

*"One ship sails east, another west ... by the selfsame winds that blow. 'Tis the set of the sail and not the gale that determines the way they go."*

We have a lot of learning to do. And we need to do it quickly. Ask any grandparent if being a family leader today is anything like being one 40 years ago. Ask any seasoned nursing manager if leading a team follows the Supervision 101 guidelines of a mere ten years ago. Most will answer "no" to these questions. Management and leadership is dramatically different for hundreds of reasons. Returning to "what was" will not bring security. We need new pearls of wisdom. In one way or another, each one of us is an author — each of us leaves an indelible legacy.

In Gandhi's words: *"My life is my message."*

"Going with the Flow" does not urge us to become absorbed by the "status quo" and settle for less. Quite the contrary. "Going with the Flow" prompts us to listen with our 5 senses, our mind, heart and intuition, so we may really know "what's happening." With this as momentum, we can then add our unique passion, charisma and perspective so that the legacy we weave feels true and truly worthwhile.