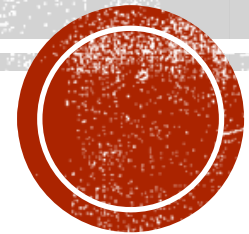


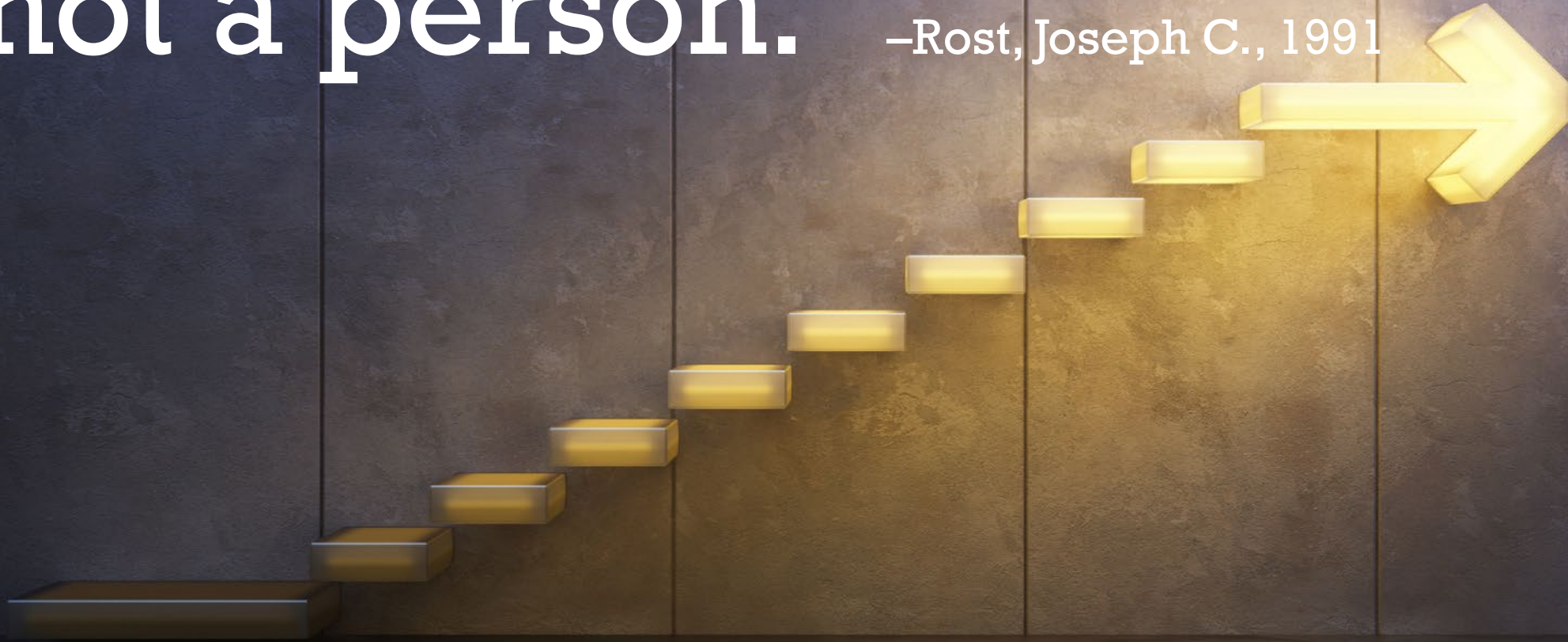
OPENING PLENARY SESSION

Leadership is a process...



“Leadership is a *process*,
not a person.”

—Rost, Joseph C., 1991





COVID





gettyimages®

Streeter Lecka



“From NFL teams to Wall Street, individuals have risen in importance far more than groups of people ever will.”



THE ROLE OF ORGANIZATIONAL LEADERSHIP:

- “The role of Organizational Leadership is to connect, inspire, invest in, empower, and implement its members in the *mutually acceptable* vision and direction of the organization.” —Nirella, J. 2006
- “The definition of leadership is this: Leadership is an influence relationship among leaders and followers who intend real changes that reflect their mutual purposes.” —Rost, Joseph C., 1991









FOCUS & DELIVER

- **CAR:** Purpose, Vision, Mission
- **People:** Those driving the purpose
- **Funding:** Everything else





**Are our people as strategically
connected as they are?**





BEHAVIORAL HEALTHCARE TURNOVER (Y.O.Y.):

30-50%

National Library of Medicine: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8699177>





DELIVERABLE #1: YOUR PEOPLE

- Implement a 3-5 year **strategic focus** on your people.
 - *Are your people connected to the vision/mission?*
 - *Is this **the** place of employment that people are looking for?*



DELIVERABLE #2: YOUR SYSTEMS

Are your operating

- ~~Optimize the systems~~
and tools that your
people are using **working harder**
every day **than you, or the**
other way
around?







**“Humans are social creatures,
so it makes sense that
employees crave workspaces
where they feel like they belong
and can bring their whole selves
to work.”**

<https://www.lucida.io/insights/top-6-factors-that-drive-better-employee-retention>



DELIVERABLE #3:
THE WHO

When you promote
the **wrong** people,
the **right** people.
you begin to **lose**
your **best** people



