Leading by Example

Building a stronger team
• The Society of Gastroenterology Nurses and Associates, Inc. is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s (ANCC) Commission on Accreditation.

• Disclosure: None
The three most important ways to lead people are:
by example...
by example... by example.”

Albert Schweitzer
Leadership is the process by which one individual influences the behaviors, attitudes and thoughts of others.

Leaders see everyone’s potential and encourage and inspire those around them.

Leaders set the direction by helping others see what lies ahead and rising to the challenges.
Leaders

lead by action

set the standard by example

bring a higher standard
“Example is not the main thing in influencing others. It is the only thing.”

Albert Schweitzer
huh? “When leaders say one thing but do another, they erode trust, a critical element of productive leadership.”
We, the SGNA Board of Directors;

Engage in respectful dialogue to collaborate on strategic goals, creating value for the Board and the Society.

Challenge ourselves and the organization to achieve excellence in all spheres of influence.

Focus on strategy over tactics.

Value collaboration between Board members, staff, committees, industry and related professional organizations.

Value our time together; therefore expect members to come prepared for dialogue and decision-making.

Encourage forward thinking without fear of taking risk.

Recognize respectful dissent and still emerge as one voice.

Are committed to succession planning by developing the right person for the right position at the right time.
ACCOUNTABILITY NOW!
Living the Ten Principles of Personal Leadership

MARK SASSCER
WITH MAUREEN MCNEILL
Be in the moment

Volunteer discretionary effort constantly

Be authentic and humanistic

Respect and leverage separate realities

Model high performance
These behavioral expectations demonstrate that \textit{what} we do is as important as \textit{how} we do it.
A commitment to continuous improvement …

• Be in the moment

• Model high performance

• Look in the mirror FIRST
Be in the moment
Be in the moment

- How much of my time with others am I in the moment for each interaction?
- What can I do to increase the amount of time I am in the moment for each interaction?
- What is the impact on my desired outcome(s) and on others when I am in the moment?
- What is the impact when I am NOT in the moment?
Model high performance
Model high performance

• Have I defined desired results AND the desired behaviors for my organization?
• What percentage of my staff is demonstrating desired behaviors?
• Am I role modeling desired behaviors consistently?
• What can I do to be more consistent in role modeling desired behaviors that will produce desired results?
• What is the impact when I role model desired behaviors?
• What is the impact when I don’t role model desired behaviors?
Look in the mirror FIRST
Look in the mirror FIRST

• How well do I demonstrate personal accountability?

• How well do I look in the mirror when the results I expect are not achieved?

• What more can I do to demonstrate personal accountability?

• What is the impact of being personally accountable for my actions?

• What is the impact of NOT being personally accountable?
What more can I do right now?

- To be a role model
- To give feedback to make a positive difference
- To seek or provide clarity
- To achieve the outcome
Self Assessment

• What am I doing well?

• What can I do even better?

• When I live or don’t live these principles, how do I impact myself and others in my sphere of influence?
If you knew someone was watching, would you do this?