CNA Webinar Series: Progress in Practice

Uncover your inner leader

Kanchan Prinsloo
Certified Executive Coach, International Coach Federation

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Colleen Gushue, BScN
Policy Advisor
Practice and Policy Division
Canadian Nurses Association
Kanchan Prinsloo, RN, MA, CEC, ACC
Executive Coach
International Coach Federation
Overview

• Defining Inner Leadership
• Why is it important in health care today?
• How can Inner Leadership improve the quality of your work-life balance?
• What are the obstacles to achieving it?
• Tools to Uncover Your Inner Leadership with exercises
Inner Leadership

A place of strength and clarity within us that guides our actions.
Why is inner leadership important in health care today?

• Builds individual resiliency in a world of constant change
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• Strong nurses and nursing teams have proven impact to patient outcomes
Why is inner leadership important in health care today?

• Builds individual resiliency in a world of constant change
• Strong nurses and nursing teams have proven impact to patient outcomes
• Nursing is largest health-care profession (≈300,000) - continued opportunities to drive change
How can inner leadership improve the quality of your work-life balance?
How can inner leadership improve the quality of your work-life balance?

• Creates clarity of purpose
How can inner leadership improve the quality of your work-life balance?

• Creates clarity of purpose

• Aligns actions with values
How can inner leadership improve the quality of your work-life balance?

- Creates clarity of purpose
- Aligns actions with values
- Energizes
What are the obstacles to achieving inner leadership?
Tools to uncover your inner leader

- Develop Self-Awareness
- Action Your Knowing
- Engage in Reflective Practice
Develop SELF-AWARENESS
Develop SELF-AWARENESS

• Knowing core values
Develop SELF-AWARENESS

• Knowing core values

• Taking Stock
Develop SELF-AWARENESS

• Knowing core values
• Taking Stock
• Identifying key Practices
Self-Awareness Exercise

9 Whys

To help clarify purpose

1. Ask “What do you do when working on/as ……”
2. Make a short list of activities
3. Pick one you enjoy doing the most
4. Ask “Why is that important to you?”
5. Keep asking Why? Why? Why? Up to 9 times or until you can go no deeper because you have reached the fundamental purpose of this work

( Liberating Structures, 2013)
ACTION Your Knowing
ACTION Your Knowing

• Give Permission
ACTION Your Knowing

• Give Permission

• Be Bold
ACTION Your Knowing

• Give Permission
• Be Bold
• Be Mindful
Action Knowing Exercise

Modelling the Ideal

1. What does your ideal nursing workplace look like?

2. Describe the nurse leader you see in your ideal workplace in three words

3. This week, what is one action you can take that would embody one of these words?
Engage in REFLECTIVE Practice
Engage in REFLECTIVE Practice

• Create space to be still
Engage in REFLECTIVE Practice

• Create space to be still

• Listen deeply
Engage in REFLECTIVE Practice

• Create space to be still

• Listen deeply

• Discover diverse perspectives
Reflection Exercise

Expanding Team YOU

1. Write the list of all colleagues, mentors and individuals who support you.

2. Circle those who both support and challenge your thinking and actions.

3. What is one step you can do to build a closer relationship with these key supporters?
Uncovering your Inner Leader
Special Thank you to my colleague, nurse and executive coach Julie Fréchette for the development of this webinar.

Julie Fréchette, RN, M.Sc.(HR), CHRP, CEC

www.frechetteleadership.com
julie.frechette@douglas.mcgill.ca
Resources


• Barrett Values Centre – Personal Values Assessment http://www.valuescentre.com/pva/
For more information:
Kanchan Prinsloo
kanchan@kanchanprinsloo.com
SKYPE – kanchan.prinsloo
www.kanchanprinsloo.com
http://www.coachfederation.org/

Colleen Gushue
cgushue@cna-aiic.ca
Upcoming Webinar

Improve your practice: The changing face of dementia care

May 14, 2015
12 – 12:45 pm ET
Thank you!