

Leadership

Using Love To Empower, Inspire and Heal

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What is Leadership – Really?

“A leader is...”



Can anyone be a leader?

IQ or EQ?

- What roles do they play?

Intelligence Quotient

- Determined to be genetically based

Emotional Intelligence

- Ability to understand oneself in relationship to other people
- Ability to identify, use, understand and manage emotions in positive ways to relieve stress, communicate effectively, empathize with others, deal effectively with challenges and diffuse conflict.

Leadership Styles

- Transactional
- Transformational
- Democratic
- Autocratic
- Bureaucratic
- Laissez-Faire
- Servant

Transactional

- I give you this and you do this in return
- Instructions/rewards/penalties
- Highly directive and structured
- Stifles innovation and creativity

Transformational

- All about inspiration and empowerment
- Employees have a lot of autonomy to innovate
- Leaders take pride in their employees who achieve something previously thought impossible

Democratic

- “Participative leadership”
- Involve team members in decision-making process
- Value input from others
- Use a more collaborative approach
- Improves job satisfaction

Autocratic

- “My way or the highway” approach
- Leader has absolute power
- Dictates what needs to be done and how
- Employees often feel ignored, marginalized and sometimes abused

Bureaucratic

- “By the book”
- Power comes from title, not character traits – “Heirarchical authority”
- Set list of responsibilities
- Clearly defined rules
- Systematized approach to leadership
- Rather inflexible
- Neglects the employee as a person

Laissez-Faire

- Hands-off approach
- Exact opposite of micromanagement
- Resources and tools are provided
- Employees not told how to carry out tasks
- Works for the self-directed and creative

Servant

- Natural leaders
- Based on love (moral and virtuous)
- Prioritizes needs of others
- Focuses on elevating and developing the potential of others
- Leads by example
- Serve first – lead second
- Engenders high level of trust
- Boosts morale
- Transformational approach to life and work
- Potential for positive change in society
- A leadership style that is not second nature for most people

“Servant” Power

- Listening
- Presence
- Empathy
- Humility
- Awareness
- Vision (not what is, but what can be)
- Insight
- Commitment
- Nurturing
- Empowerment
- Altruism
- Trust
- Caring
- Love

Case Study

- 19 years at the Maine State Prison



- **THANK YOU!**