Mind the Gap! Using Leadership Theory in Professional Practice

Kathy Murphy
Background to Presentation

The Why

- Masters degree
- Leadership
- Reflection on Interaction as a Leader
The Real Background…

The Real Why!
Critical Incident

The What

- A nurse using a device incorrectly
- Causing unnecessary discomfort to a patient
- My reaction…
Critical Incident

The What

- A nurse using a device incorrectly
- Causing unnecessary discomfort to a patient
- My reaction…
- Others reaction
Leadership is a matter of having people look at you and gain confidence, seeing how you react. If you're in control, they're in control.

Tom Landry
Reflexivity

The How

- Reflexive practice

- BUT
Characteristics of Critical Thinking

Waddington (2010)

- Having an open mind
- Being inquisitive
- Truth seeking
- Using critical analysis
- Being systematic
- Challenging
- Self confidence
Leadership Theories

The Theories
Bad Leadership?

Barbara Kellerman (2004)

- Incompetent
- Rigid
- Intemperate
- Callous
- Corrupt
- Insular
- Evil
Emotional Intelligence

David Goleman

5 Components of Emotional Intelligence

- Social Skill
- Self-Awareness
- Empathy
- Self-Regulation
- Motivation

Prejudice

The Leadership Manual (Owen et al 2004)

- Recognise the feeling
- Dealing with the prejudices
- Tell the person – reaction
- Being positive
Shadow Beliefs

Kevin Cashman (2008)
Power and Influence

Who holds it?
What did I Learn?

A smart person knows what to say, a wise person knows whether or not to say it.

"We rise by lifting others."
- Robert Ingersoll

A true leader is one who is humble enough to admit their mistakes.

Making BAD decisions is a part of life. Blaming OTHERS for your bad decisions is IMMATURE.
Take Home Message

- Leadership is a complex issue!
- It is ok to not be perfect
- Few leaders are born
- Leaders need to be developed
Take Home Message

Do something everyday that scares you.
Questions

Thank you for listening!