



REFINE YOUR LEADERSHIP SKILLS TO EMPOWER YOUR TEAM


Sarah Hendren MS, RDN, LD, CD
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- What is Leadership?
- Pillars of Leadership
- Mindset of a Successful Leader
- Leadership Development
- Summary & Questions


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- 1.6.1 Considers financial responsibility to the organization and the population served when making decisions or recommendations.
- 2.3.4 Promotes a friendly, cooperative environment that is conducive to employees' sense of belonging.
- 3.1.1 Identifies strengths and opportunities for self-improvement and improvement in others.
- 3.1.2 Fosters a culture in which diversity and cross team collaboration are valued.
- 3.1.3 Takes initiative to facilitate change.
- 3.1.4 Communicates clear performance expectations.
- 3.2.2 Participates in professional and personal development activities for career growth and skill enhancement.
- 3.2.4 Encourages others to engage in personal and professional development activities for career growth and skill enhancement.
- 4.2.2 Reflects on own values, beliefs and biases.


Source: Essential Practice Competencies For The Commission On Dietetic Registration's Credentialed Nutrition And Dietetics Practitioners. Commission on Dietetic Registration, 2020.

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- Identify strengths and opportunities for leadership self-improvement
- Develop a leadership mindset which fosters diversity and collaboration
- Understand the importance of financial management to support and achieve goals
- Communicate using leadership skills, emotional intelligence and authenticity
- Understand how conflict management influences successful leadership

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-  Have you worked with a good leader? What skills did they have?
-  Have you worked with someone who isn't a good leader? Why did you think they weren't a good leader?

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WHAT IS LEADERSHIP?

“The process of social influence which maximizes the efforts of others towards the achievement of a common goal.”

Source: Krause K. What is Leadership?. Forbes. <https://www.forbes.com/sites/krausek/2013/04/09/what-is-leadership/#59754655490>. Published 2013. Accessed June 8, 2020.

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WHY IS LEADERSHIP IMPORTANT?

Cites 5 The Most Important Leadership Competencies, According To Leaders Around The World. Harvard Business Review, 2016. <https://hbr.org/insights/2016/04/the-most-important-leadership-competencies-according-to-leaders-around-the-world>. Photo Credit: iStockphoto.com

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OVERVIEW

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CORE PILLARS OF LEADERSHIP

- Communication & Connection
- Inspires Growth & Innovation
- Crucial Conversations
- Authenticity
- Financial Awareness

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COMMUNICATION & CONNECTION

- Communicates openly and often
- Sets clear expectations
- Builds a sense of team
- Mentoring and coaching
- Emotional intelligence
- Listening

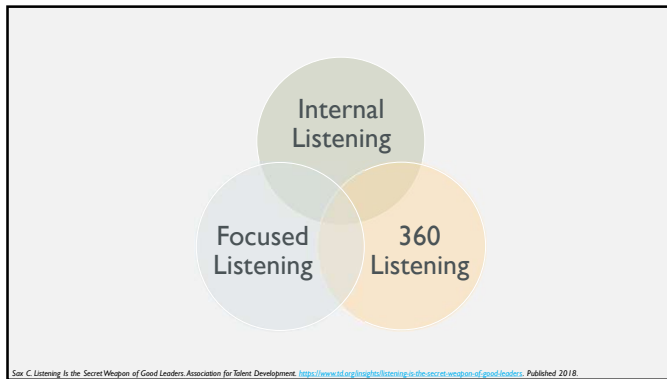
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EMOTIONAL INTELLIGENCE

- “Social intelligence that involves the ability to monitor one’s own and others’ emotions, and to use the information to guide one’s thinking and actions”¹⁵
- paraphrase
- Develop personal approach to different situations⁵
- Involves self-awareness, self-regulation, understanding internal and external motivations of oneself and others, and empathy³

Mayer T. Salovey P. The intelligence of emotional intelligence. Intelligence. 1993;17(4):433-442. doi:10.1016/0160-2896(93)90010-3

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INSPIRES GROWTH & INNOVATION

- Prompts critical thinking and problem solving
- Encourages creativity
- Adaptable and flexible
- Commits to continuous improvement and ongoing training
- Succession planning
- Uses a growth mindset

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Fixed mindset: the belief that qualities (such as intelligence and personality traits) are fixed, "set in stone," and cannot be developed

Growth mindset: the belief that effort/training can alter qualities like intelligence or personality traits

- Attributes success to learning
- Not afraid of failure and feedback
- Uses feedback as an opportunity to grow a new skill or learning opportunity
- Has confidence performance improvement is possible

Mindset Theory - Fixed vs. Growth Mindset (Dweck) - Learning Theories. Learning Theories. <https://www.learning-theories.com/mindset-theory-fixed-vs-growth-mindset-dweck.html>.

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CRUCIAL CONVERSATIONS


- Ability to navigate difficult conversations
- Ability to manage difficult people and situations
- Willingness to face adversity head on
- Recognizes and manages conflict

<https://www.ashford.edu/online/2018/11/the-3-cs-approach-to-managing-conflict/>

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NAVIGATING DIFFICULT CONVERSATIONS

- Be assertive, specific, future-focused and positive
- Avoid words/phrases such as
 - "You" statements
 - "Never" or "always"
 - "I hate to bring this up..."
- Use caring language
 - "I'm concerned"
 - "I'm confused"
 - "Help me understand..."



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AUTHENTICITY




- Strong ethics and personal values
- Trusted
- Well-respected role model
- Promotes diversity and inclusion
- Humility and humor

Gils S. The Most Important Leadership Competencies, According To Leaders Around The World. Harvard Business Review, 2016. <http://www.hbsp.harvard.edu/hsp-content/uploads/2017/04/The-Most-Important-Leadership-Competencies-That-Bring-Our-Leaders-Around-The-World.pdf>
 Hamer, Sincerely. Why humor is a secret weapon in business and life. Jennifer Aaker and Naomi Bagdasarian, 2017

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FINANCIAL AWARENESS




- Considers budget parameters in planning and operating
- Seeks opportunities to grow financial acumen
- Encourages fiscal awareness in day-to-day activities

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MINDSET OF A SUCCESSFUL LEADER



OPERATIONALLY DRIVEN FINANCIALLY AWARE FOCUSED ON TEAM & PEOPLE

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OPERATIONALLY DRIVEN

- The day-to-day management of getting work done. Keeping *who you are serving* in mind.
- Planning education (webinars, social events, seminars), increasing membership, hosting networking events, policy engagement

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FINANCIALLY AWARE

- Operating within budget parameters, keeping finances top of mind, budget planning for the upcoming fiscal year
- Fees for speakers, food, meeting space, travel, hotel rooms, admin costs, WebEx meeting software

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TEAM & PEOPLE

- Coaching and mentoring your team members
- Ensuring your team knows you *care* and are there to *support* them
- Dedication to personal/professional development – succession planning
- Motivating team members, celebrating success, *highlighting achievement*

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Books

- [Necessary Endings](#)
- [The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change](#)
- [Drive](#)
- [Switch: How to Change Things When Change Is Hard](#)
- [Dare to Lead](#)

Podcasts and Online Learnings


- [Safe for Work](#)
- [LinkedIn Leadership Training](#)
- [The Ed Mylett Show](#)

Academy of Nutrition and Dietetics

- [Leadership Institute](#)
- [Leadership Development Courses](#)
 - [Advancing Your Role as Leader](#)
 - [Developing Your Role as Leader](#)
 - [Executive Management](#)
- [Leadership Development Resources](#)

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LEADERSHIP SELF ASSESSMENT

 *Unique link for IAND Conference Attendees

 *Responses are emailed to you and are confidential

<https://forms.gle/onqr5sABNvL6smdKA>

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CONCLUSION

- Strong leadership is linked with increased team effectiveness, increased quality of work, strong relationships, and improved job satisfaction and retention of team.
- Core pillars of leadership: communication and connection, inspires growth and innovation, crucial conversations, authenticity, and financial awareness.
- The mindset of a successful leader is operationally driven, financially aware, and a constant focus on team and people.
- Your key to success – ongoing assessment and focus on your leadership development.

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QUESTIONS

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