

Winds of Change

This past week my flight got canceled to a conference in Kansas, so I made the 12-hour drive. When I got to Kansas, I noticed all the massive wind turbines and it got me thinking. People have very different opinions about wind turbines: the way they look, the cost, and the amount of energy they produce, their noise etc. There are technical pros and cons. Here is what I noticed, they are different and visibly working.

With all of the changes in healthcare, we need more leaders, not managers, supervisors and administrators. These leaders need to be different and visibly working, just like the wind turbines. Wind turbines are definitely not “the way we have always done it” and they may not be the “long term/end all solution”, but they are a step in the right direction. Why is leadership any different.

As a previous administrator, I feel there are several reasons:

1. We are afraid to challenge the process
2. We fear accountability
3. Fear of failure
4. We want the win but not the work

5. We don't want to assume the risk, but want the reward
6. It is easier to just blend in/ more concerned with everyone liking us
7. Looking busy means we must be productive
8. Self-preservation

If that wind turbine is not spinning, there is no output of electricity. Again, there are many managers and directors that have mastered operationally putting out fires, but is that the output that is needed? People see the wind turbine too. Leaders should be visible, not just directing from behind a desk. We are quick to criticize the way something looks, no different when we see a different leadership style or approach it is easier to shut it down and not buy in.

Innovative thinking and new/better ways of doing things are what is going to lead the way for the needed changes in healthcare. The millennials can see through the corruption and the stagnant smoking mirrors of the old ways, and are not bought in.

So be a wind turbine in your department and institution.

For information on how you can develop your leadership skills and those of your team to produce sustainable results, increased quality and increased satisfaction; contact Jordan Johnson at 318 537 1509

