



# Leading with Heart in Times of Cardiac Arrest

**IAASE Winter Conference**

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# Leading with Heart



- The Heart of the Matter
- Stress Test for the Heart
- Nutrition for the Heart
- Exercises for a Healthy Heart
- Recipes for Heart Healthy Teams
- Maintaining a Healthy Heart

# Purpose and Goals



Individual v Team Development

Challenges

Inspiration

Tools

Results

Resources



# Leading with Heart

- Have you thought seriously about the heart of leadership?  
and
  - How good are you at this?



How do you define  
leadership?

# Can Everyone Lead?



Is everyone on your team a leader?

Should everyone be a leader?

Can everyone become a leader?

Why or why not???



# Relationships



What

*Job descriptions, Contracts, MOUs*

How

*Relationships, Leading with Heart*

# Shared Leadership

Realizing we are better together

Recognizing and utilizing shared leadership

Enabling others to act

Inspiring a shared vision

Leading with head, heart and hands

# Head, Heart and Hands



What's missing?

Head + Hands = ?

Head + Heart = ?

Hands + Heart = ?

Head + Heart + Hands = Success

# Managers v Leaders



**Do we get caught up in management?**

**How do we make leadership a priority?**

**How do we engage in spirited leadership?**

# Managers v Leaders



**Do we get caught up in...**

**maintaining ...**

**accepting reality ...**

**administering**

**copying ...**

**focusing on structure**

**relying on control**

**having a short-range view**

**asking how and when**

**eying the bottom line**

**accepting the status quo**

**being a classic good soldier**

**doing things right ?**

Bennis & Goldsmith-Learning to Lead

# Managers v Leaders



**Characteristics - leaders & managers**

**Who am I working with?**

**What does my school/setting promote?**

**How do I spend my time?**

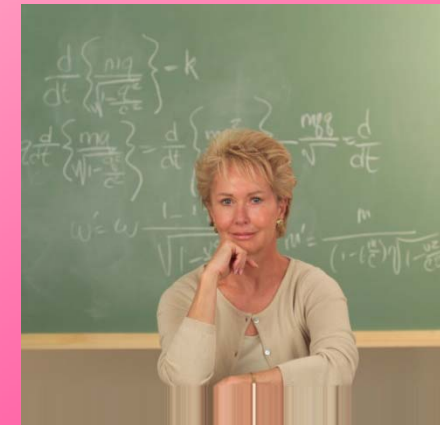
# Management and Leadership Checklist

- balance focus on management and leadership functions
- emphasize doing the right things rather than only doing things right
- strong management skills
- well-developed leadership skills
- encourage others to commit energy and enthusiasm to important changes
- ensure all processes run smoothly/

# I Am Who Taught Me



- ◆ We are all here, because someone influenced us, mentored us, taught us, showed us the way.
- ◆ How do we influence, mentor and teach others to find their paths?
- ◆ How do we remain the mentor, the teacher in times of cardiac arrest?



# Caring



◆ **Conscious Choice: To care or not to care?**

◆ **Is the old cliché is true?**

**"People don't care how much you know until they know how much you \_\_\_\_."**

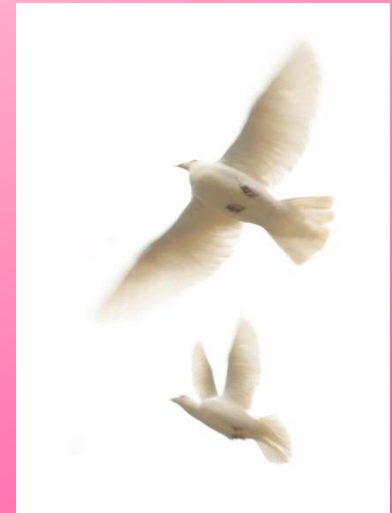
# Build Trust

**Have the courage  
to acknowledge  
your own  
humanness in  
addition to the  
humanness of  
your team.**



# Rules for Being Human

- ◆ We will learn lessons. There are no mistakes, only lessons.
- ◆ A lesson is repeated until learned.
- ◆ Learning lessons does not end.
- ◆ There is no better place than here.
- ◆ What we make of our life is up to us.
- ◆ Our answers lie inside of us.
- ◆ Above all, respect birds for flying and fish for swimming.



# Facilitation Checklist: knowledge and skills

- Basics of skilled facilitation
- Process tools
- Problem-solving processes
- Systems thinking

# Advocacy v. Inquiry

- Employing dialogue rather than debate
- Emphasizing what's already working
- Utilizing appreciative inquiry
- Emphasizing strengths and successes of your team

# The Heart of the Matter

## Confront or Condone

If someone isn't playing by the rules and we don't confront it, we condone it.

If something isn't going well, address it.

Our actions affect climate and credibility, health and stress.

It's all in the HOW.





*“By swallowing evil words  
unsaid, no one has ever  
harmed his stomach.”*

**Winston Churchill**

**IQ v EQ v SQ**



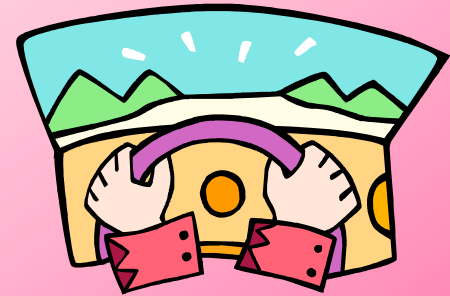
**Intellectual Mind**

**Emotional Mind**

**Spirited/Inspired Mind**

Using Spirit to Lead Successfully- Dr. Sandy Gluckman

# Spirit-A Core Leadership Competence



Go to basics-teach your administrators  
how to put spirit in the driver's seat &  
ego in the passenger's seat.

Whether spirit or ego is in the driver's  
seat can depend upon how safe we feel.

# New Team Leaders Beware:

- ◆ Gain trust and respect first
- ◆ Walk the talk
- ◆ And they will come.....



# Recipes for Heart Healthy Teams

Doing *things right* versus doing the *right things*.

How do we use our team meetings?  
nuts and bolts?  
development?  
?



Do we model, enable, inspire, challenge, and  
encourage the heart?

# Transactional & Transformational Leadership

Status quo

Independent

Compliance

Make a living

Situational

Tactical issues

Current systems

Evaluation

Change

Unity

Commitment

Need for meaning

Values, morals, ethics

Mission, vision & goals

Redesign

Development

# Leading with Heart

- Do you think about leading with heart?
- Do you practice leading with heart?
- How good are you at this?

# Defining Leadership

- Do you have the same definition?
- Has anything resonated with you?

*“The manager may get things done right. The leader with heart does the right thing for the right reason.”* Chambers, 2008

# Maintaining a Healthy Heart

- The Journey to Effective Leadership:  
CASE, 2010
- Workbook
  - Scenarios
  - Activities: Christy's Kitchen
  - Leadership lessons
- Bibliography
- Website: [www.leaderswithheart.com](http://www.leaderswithheart.com)

# Welcome to Christy's Iron Kitchen



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