

BRIDGING THE GAP FROM COORDINATOR TO LEADER: Assess Your Primary Leadership Skills and Create a Personal Vision

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May 6, 2016



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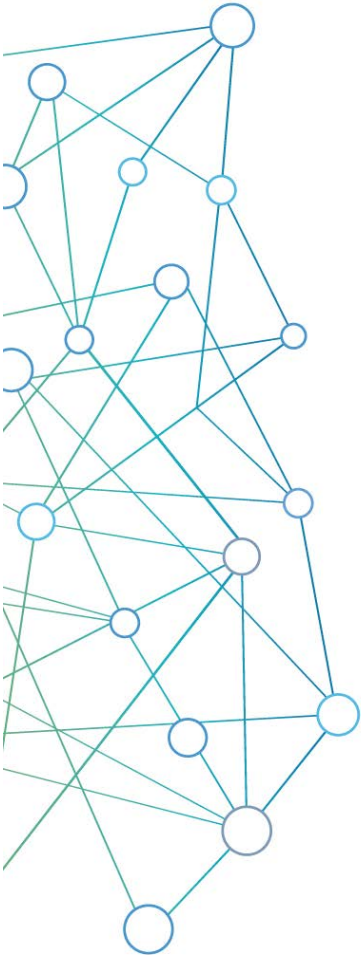
Goals

I hope you leave this presentation:

- With an understanding of how you define/value leadership
- Inspired by the amazing work happening in our community
- Heightened awareness of your personal leadership skills inventory
- With a personal vision for your life and/or a personal vision for the workplace



What is Leadership?



Leadership is a Trait

Each individual brings to the table certain inherent qualities that influence the way he or she leads

Leadership is an Ability

Natural abilities and learned abilities

Leadership is a Skill

A competency developed to accomplish a task effectively

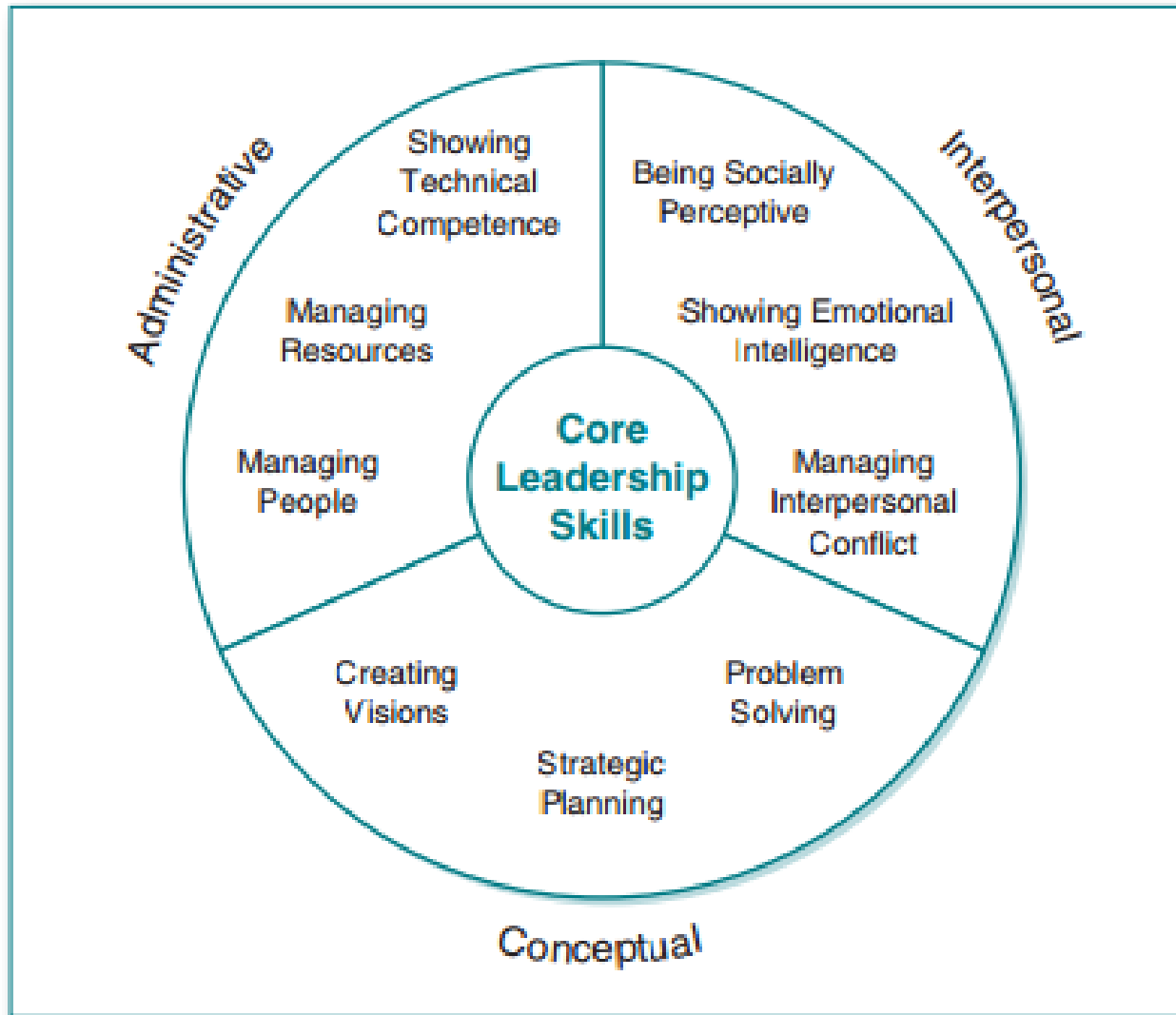
Leadership is a Behavior

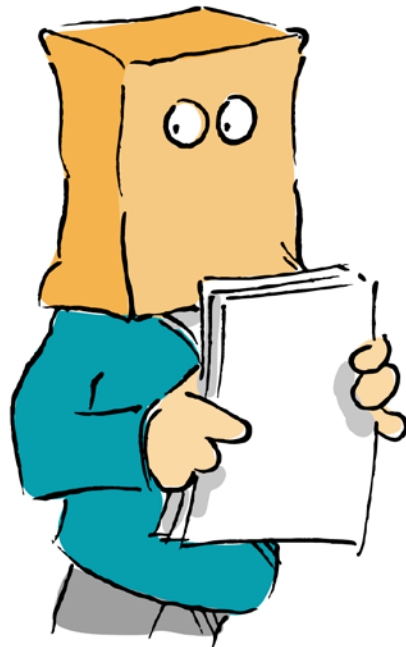
*What leaders do when they are in a leadership role
Leadership behaviors are observable*

Leadership is a Relationship

A process of collaboration occurs between leaders and followers

Model of Primary Leadership Skills





WHAT DOES A GOOD
LEADER LOOK LIKE?

ITHS

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Pam Landinez, MA
Clinical Research Coordinator
Harborview Medical Center



Conceptual leadership

- Strategic Planning

Administrative Leadership

- Showing Technical Competence

Interpersonal Leadership

- Showing emotional intelligence
(building relationships with primary care providers)

Susan Masterson, MSW

Research Manager

Seattle Cancer Care Alliance



Interpersonal

- Socially perceptive (saw a need in her patient community)

Administrative

- Managed Resources (finding a room/making time for the group)
- Managed People (involved Doctors and Coordinators in the support group)

Conceptual

- Had a vision of well rounded support for patients

Leadership Skills Questionnaire!



Purpose:

- ▶ To identify leadership skills
- ▶ To provide a profile of your leadership skills showing your strengths and weaknesses
- ▶ Measuring three broad types of leadership skills:
 1. Administrative
 2. Interpersonal
 3. Conceptual



Break Out Sessions

Conceptual:

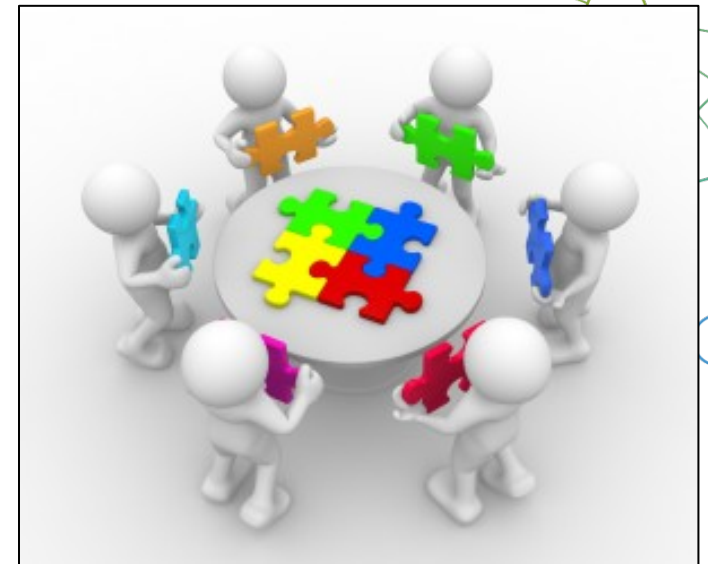
- Share Your Wisdom: Authorship for Research Coordinators
- Transforming Informed Consent

Administrative:

- Protocol Optimization
- Closing the Loop: Providing Results to Research Participants
- Ahead of the Curve: Using Technology to Advance Research

Interpersonal:

- Working with Patients throughout their Lifespan: Self-Care for the Research Coordinator
- Research Coordinator as a Negotiator



Creating a Vision

A Picture



A vision creates a picture of a future that is better than the status quo

A Change



*A change in the status quo.
Rules, procedures, goals.*

Values



Understanding your values, the values of others, values of the organization

A Map



Direction so followers know they are on the right path

A Challenge



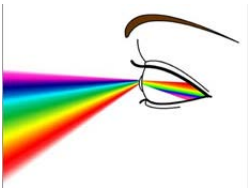
Challenge people to commit themselves to worthwhile causes

Vision has 5 main characteristics



Vision Statement: A world where everyone has a decent place to live.

A Picture



Everyone has a place to live

A Change



Not everyone has a place to live

Values



*Compassion
Family
Optimism
Relationships
Stewardship*

A Map



Limiting and eventually ending homelessness

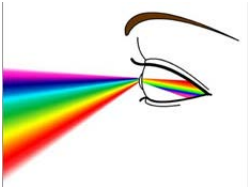
A Challenge



*Funding
Where do we build the houses?
How do we select who lives there?*

Vision Statement: to decrease time between clinic visit and attribution/grading of AE logs.

A Picture



Ae logs signed by the MD within a week of the visit

A Change



Currently, AE logs were sitting in charts for a month

Values



Patient safety, Showing PI involvement, happy monitors

A Map



Count the days

A Challenge



Hunting down my PI, time, organization



Bring Your Vision to Work!

Take a few moments to think about your group to which you belong presently or belonged to in the past.

Write a brief statement describing the vision you would utilize if you were the leader of this group.

Now discuss with a partner!



Effective leadership is intended influence that creates change for the greater good. A competent leader will have a compelling vision that challenges people to work toward a higher standard of excellence.

Leadership Resources:

Leadership Questionnaires: These assessment tools which are found in the book are provided in PDF format for easy printing and use.

Observational Exercises: These exercises which are found in the book are provided in PDF format for easy printing and use.

Reflection and Action Worksheets: These worksheets which are found in the book are provided in PDF format for easy printing and use.

<http://studysites.sagepub.com/northouseintro2e/main.htm>

Introduction to Leadership by Peter Northouse

Great Books:

Leadership on the Line by Marty Linsky

Meeting the Ethical Challenges of Leadership by Craig E Johnson



THANK YOU



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Questions?

Insights?

Comments?

