

Being a Leader and still living the dream.....



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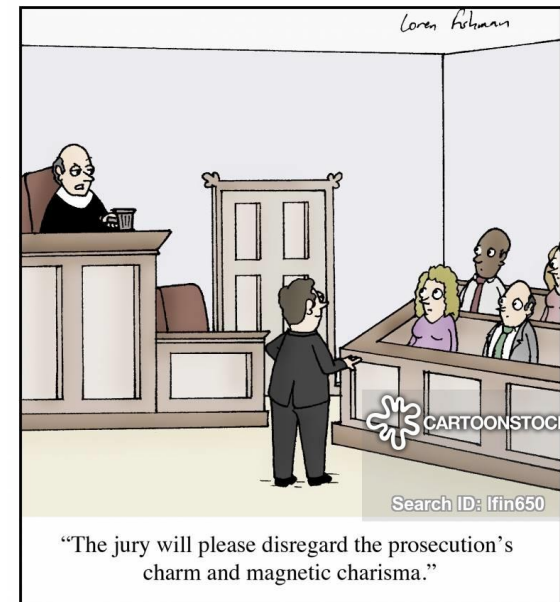
Dreams....

Abdul Kalam

Dreams are not what you get when you sleep. True dreams are ones that don't let you sleep.

Leadership myths

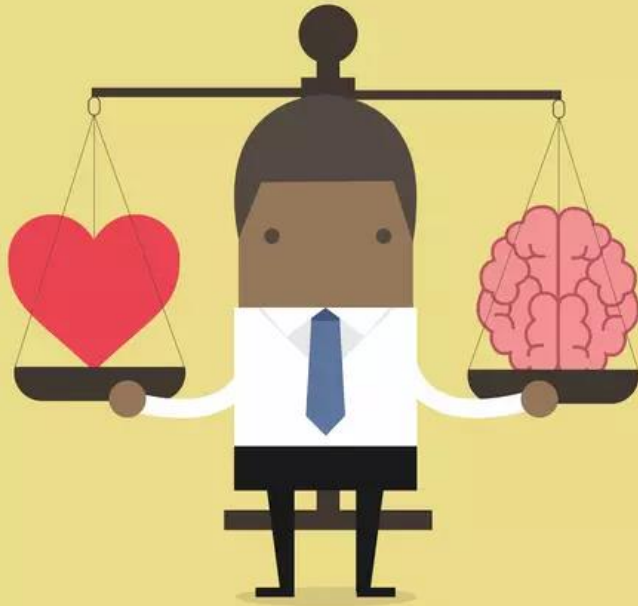
- Leaders are born not created
- You need charisma to be a leader
- You have to be an extrovert to be a leader



Authentic Leadership

“Leading from the core of who we are to inspire each of us to our best contribution to a shared mission”

1. Words must be consistent with actions and behaviours
2. Find common ground with the people you see as your “followers”

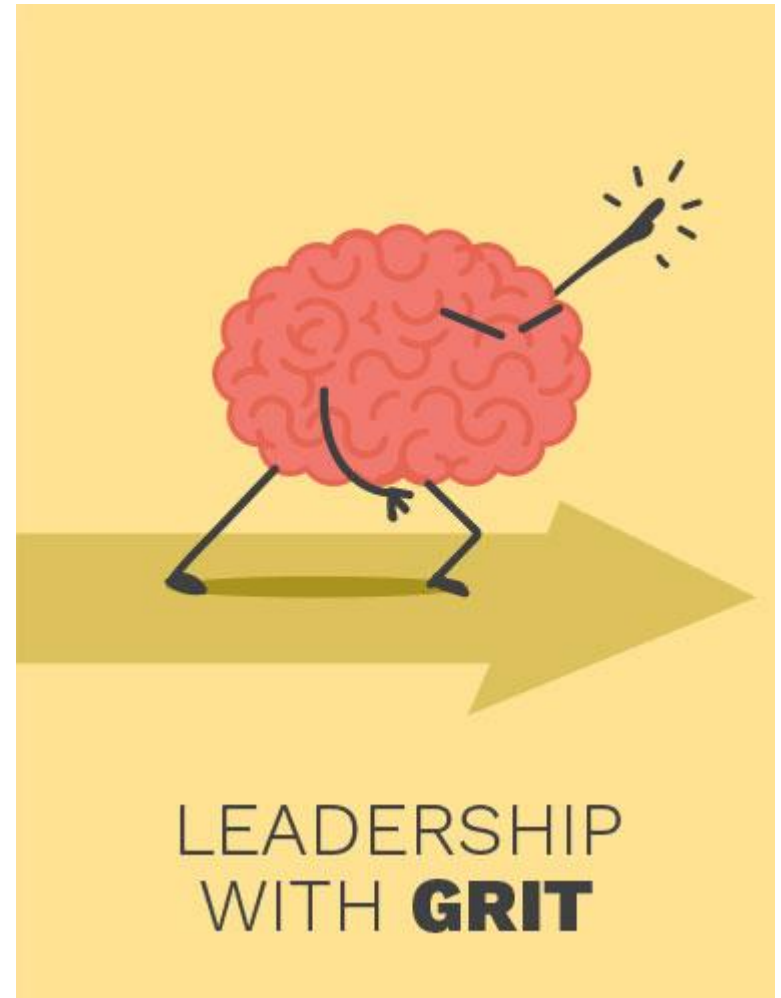


Emotional intelligence

- Self awareness, knowing your emotions
- Managing emotions and emotional self control
- Self motivation
- Empathy, recognising emotions in others
- Handling relationships - interpersonal effectiveness

GRIT

- Is passion and perseverance for very long term goals
- Sticking with your future
- Working really hard to make that future a reality



Goleman's 6 leadership styles



My journey

- 1988 MS(Ophth)
- Married and moved to Kerala
- 1989 Vitreo-retinal fellowship
- 1989 Vitreo-retinal Consultant
- Research
- Awards



My journey

- 1997 Staff Grade Doctor at Frimley
- 1999 Headmaster's office
- 2000 Set up Macular service
- 2002 Back in the Headmaster's office
- Locum Consultant
- 2003 Equivalence training
- 2004 Substantive Consultant



My journey

➤ 2018 Rejection

“Every time I thought I was being rejected from something good, I was actually being re-directed to something better.”

- Steve Maraboli,

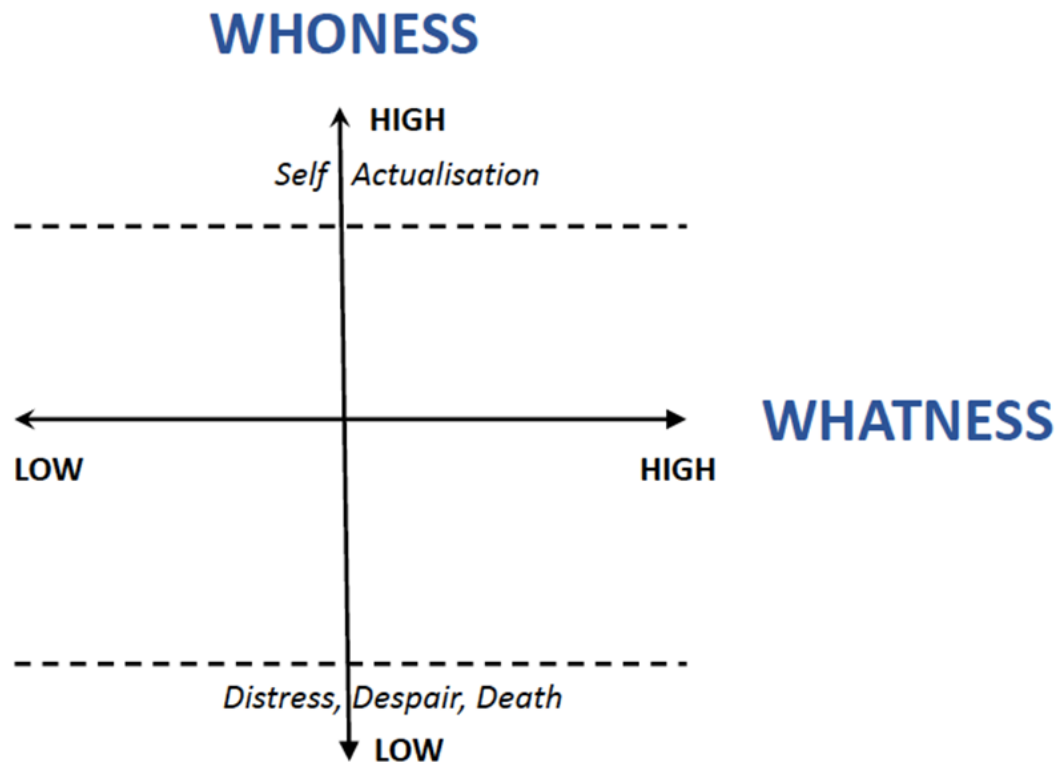


Failure



Leadership is not about your title, its about your behaviour

Robin Sharma



Compassionate Leadership

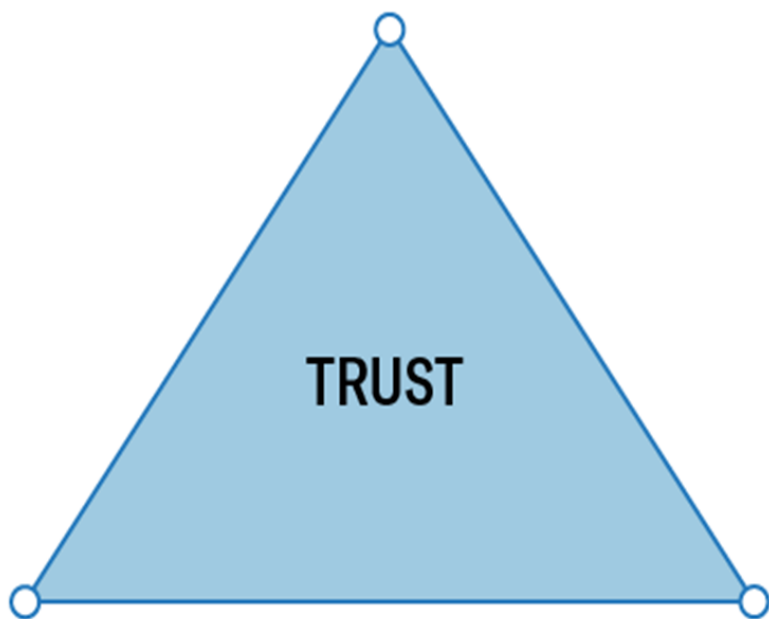
- **Attending:** paying attention to team members
‘listening with fascination’
- **Understanding:** shared understanding of what they face
- **Empathising**
- **Helping:** taking intelligent action to serve or help



Authenticity

*I experience
the real you.*

Logic
*I know you
can do it; your
reasoning
and judgment
are sound.*



Empathy

*I believe
you care
about me
and my
success.*

From: "Begin with Trust," by Frances Frei
and Anne Morriss, May-June 2020

Psychological Safety

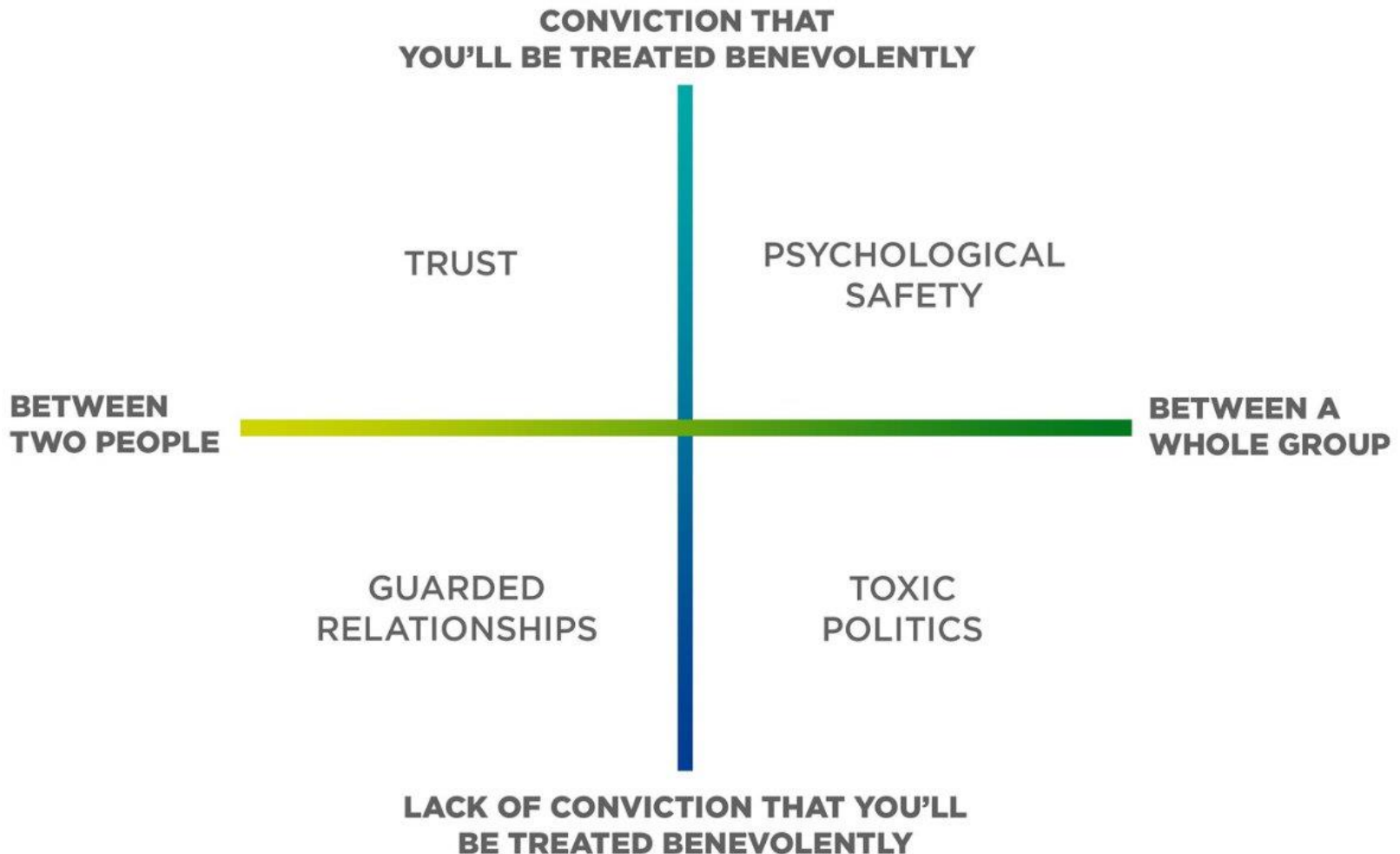
“Psychological safety is a shared belief that the team is safe for interpersonal risk taking – that speaking up with ideas, questions, concerns, or mistakes will be welcomed and valued ”

(Amy Edmondson)

“Staff feel confident in speaking out about errors, problems and uncertainties and feel empowered and supported to develop and implement ideas for new and improved ways of delivering services.”

(Michael West)

TRUST VS PSYCHOLOGICAL SAFETY



**Acknowledge your
own fallibility**

**Acknowledge
and reward for
speaking up**

**Respond
positively to
challenge**

**Avoid blame
and do not
punish failure**

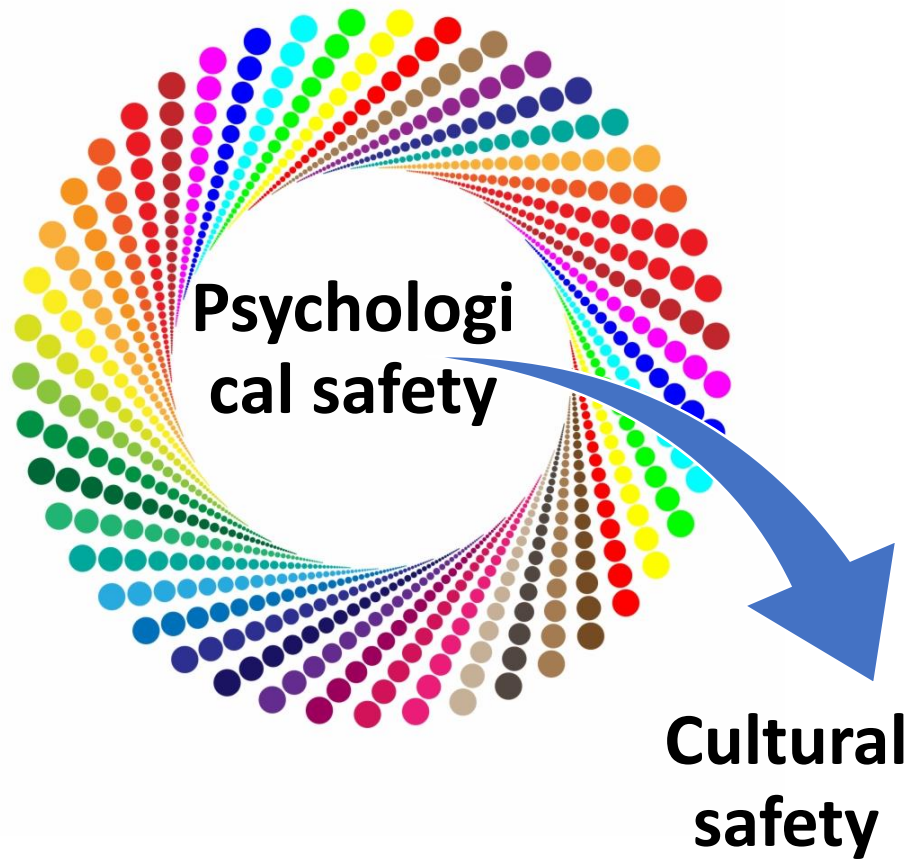
**Provide room to
experiment and fail**

Being available



Psychological Safety

- A team climate where it is safe to take interpersonal risks and be vulnerable in front of each other
- A sense of confidence that the team will not embarrass, reject or punish someone for speaking up
- Creating a **fearless** environment
- Cooperative conflict



Cultural Safety

An environment that is spiritually, socially and emotionally safe, as well as physically safe for people; where there is no assault challenge or denial of their identity, of who they are and what they need. It is about shared respect, shared meaning, shared knowledge and experience of learning together

Williams (1999)

Interactions across cultures

- Differences in language, non-verbal cues and behavioural norms makes it harder to create shared meaning
- May lead to misunderstandings, communication breakdowns, conflict, frustration and distrust
- May make people appear awkward or difficult
- Lack of English can make someone appear less intelligent, or lack sense of humour

Not everyone is like you...

- Different backgrounds
- Different education
- Different perspectives
- Different ambitions
- Different stresses
- Different core values

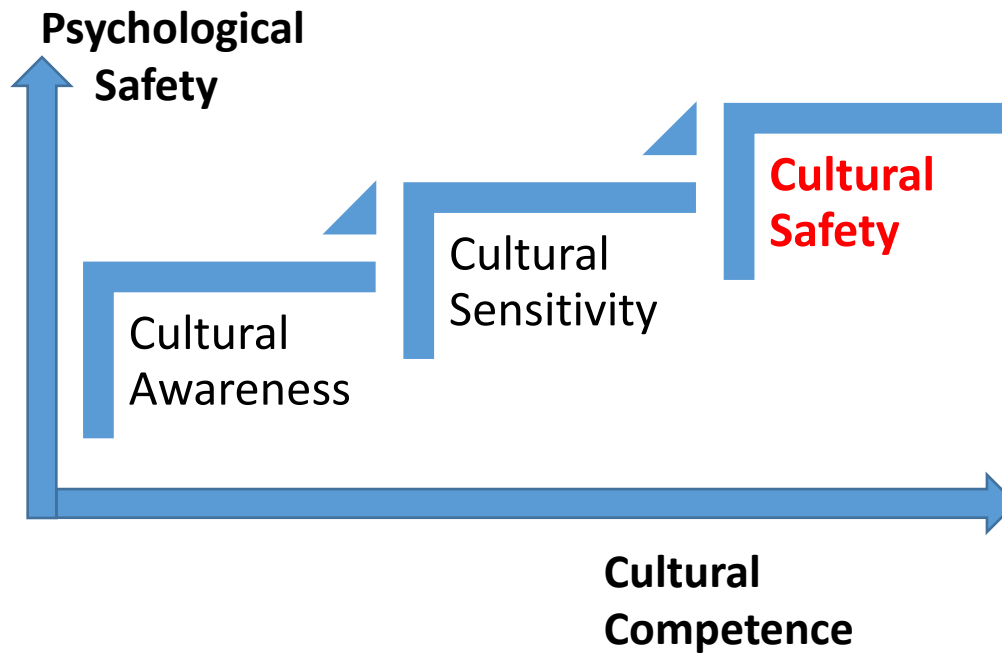


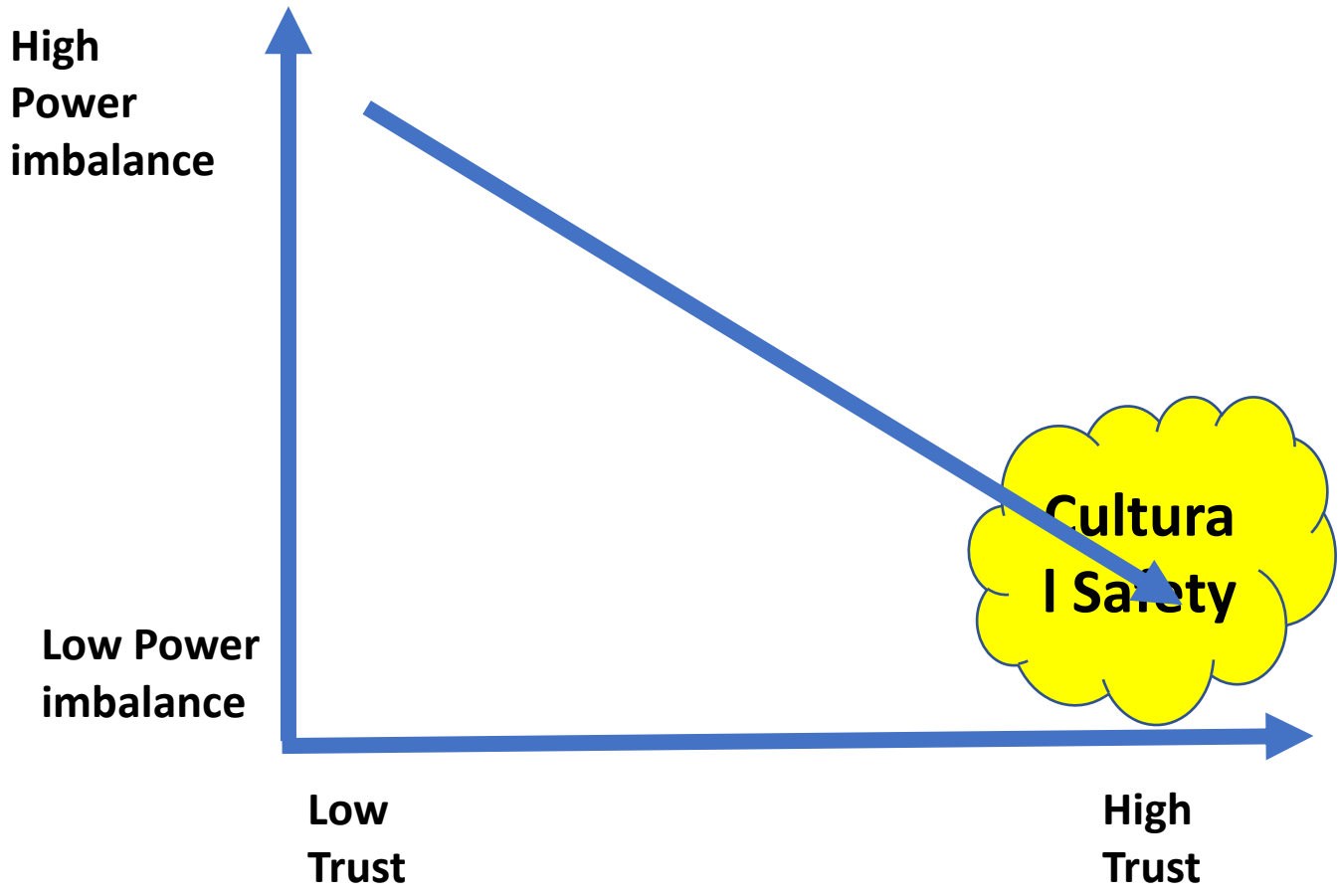
Cultural Competence

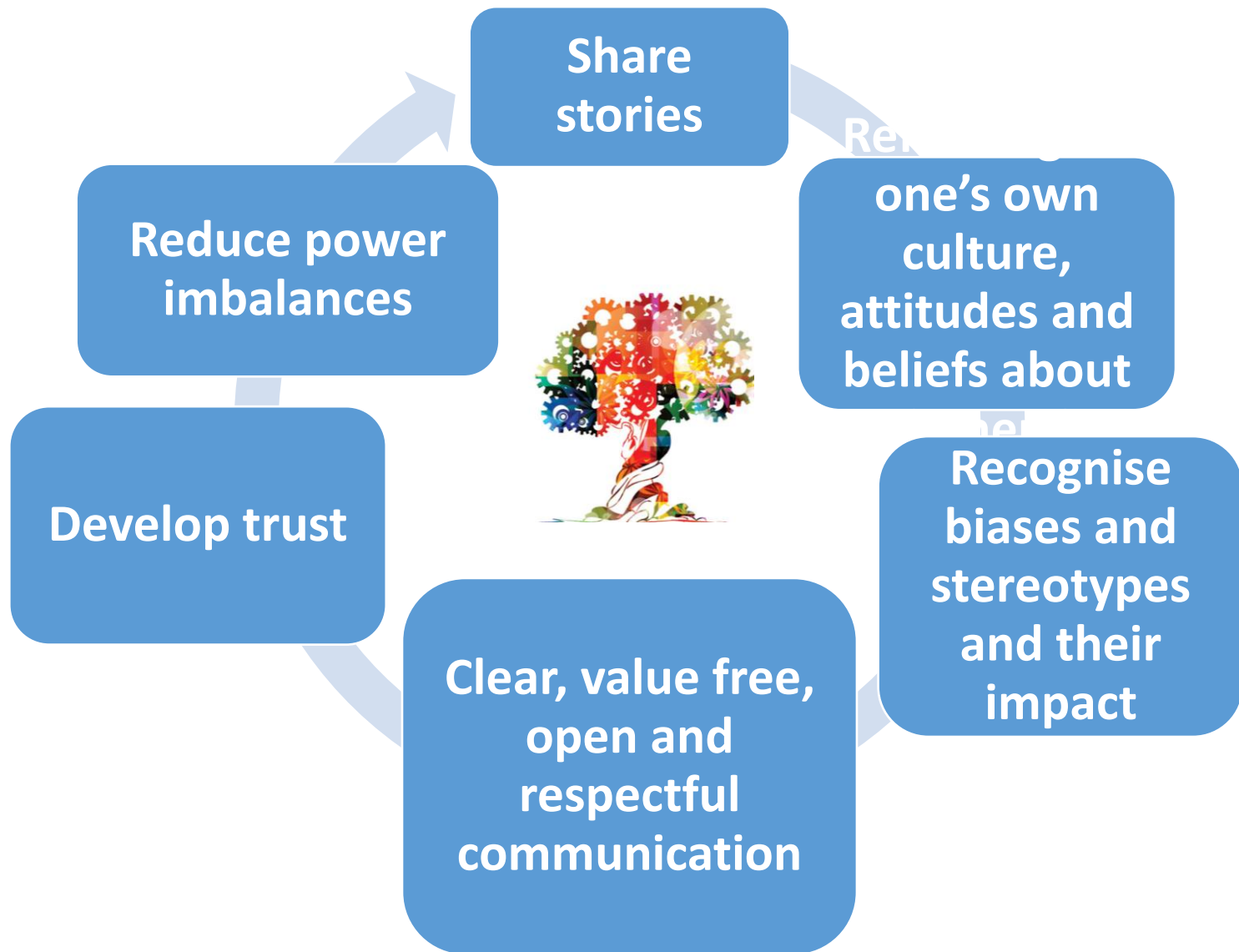
Ability to interact with people from different cultures and respond to their health needs both at an Individual level as well as an Organisation

Creating a working culture and practices that recognise, respect, value and harness difference for the benefit of the organisation and individuals

Developing Cultural Safety







The image features a quote by Arthur Chan centered on a white rectangular background. The background of the entire image is a vibrant, abstract painting with splashes of blue, green, yellow, and red. The quote is written in a bold, black, sans-serif font. At the bottom of the white box, the author's name is written in a smaller, italicized font.

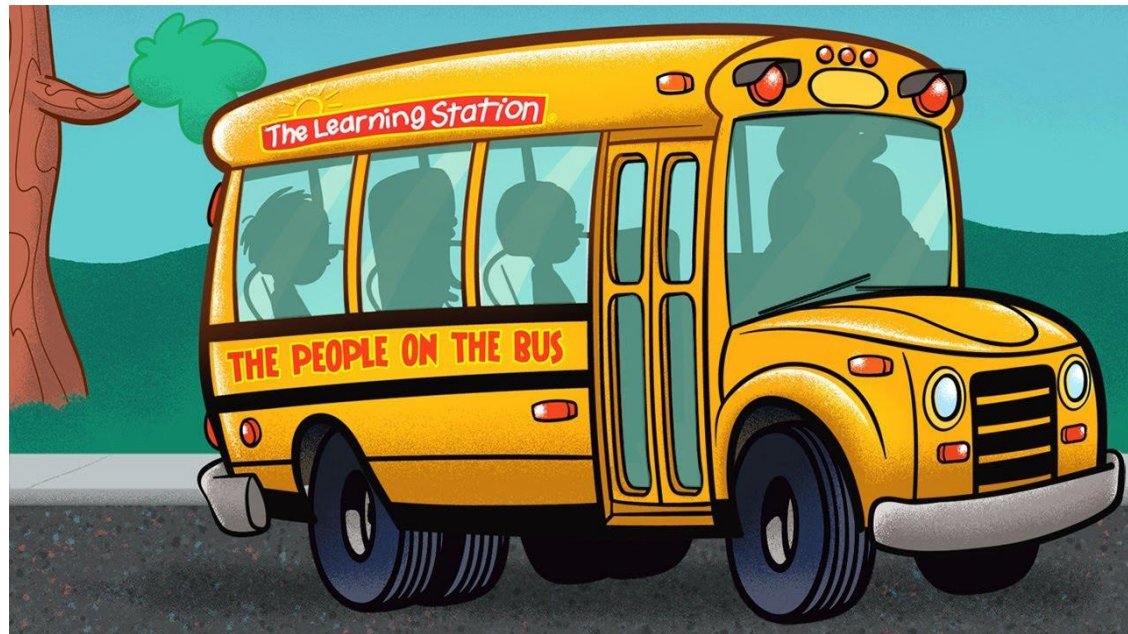
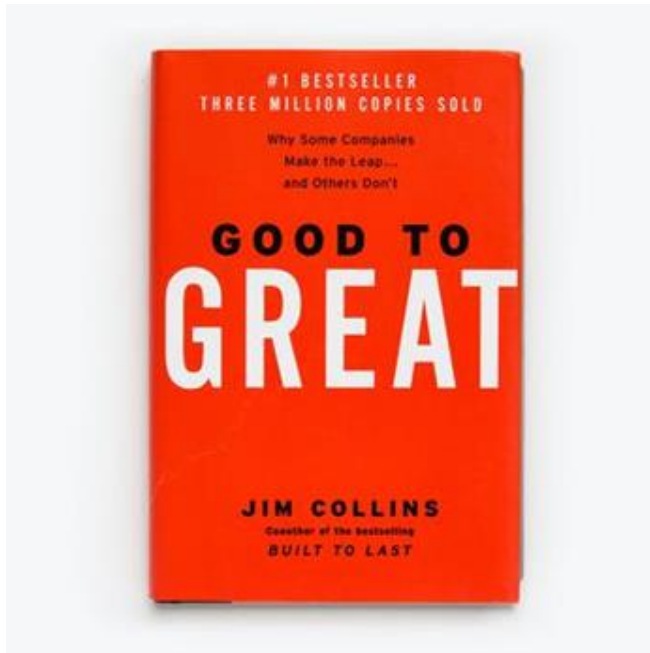
Diversity is a fact.
Equity is a choice.
Inclusion is an
action.
Belonging is an
outcome.

~ Arthur Chan ~

Inclusion is an
environment and
culture you create in
your teams.

Belonging is how you
want someone in your
team to feel.

Good to great



Hedgehog concept



The Flywheel

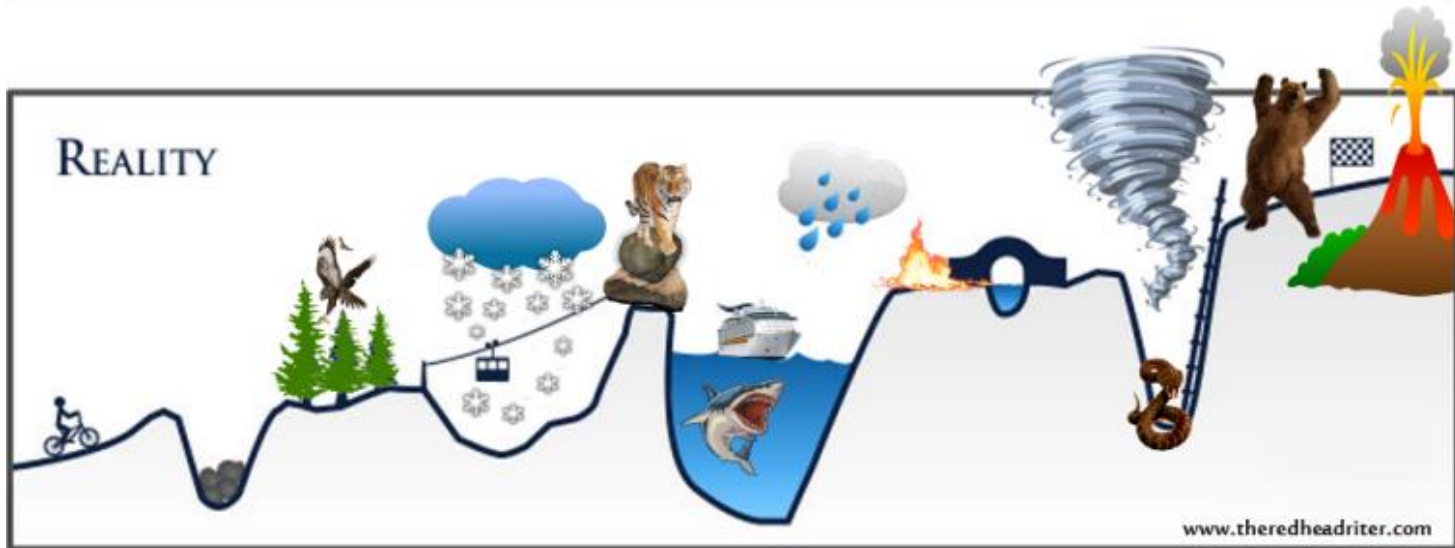


Level 5 Leadership



Level 5 Leadership

- Personal humility and indomitable will.
- Incredibly ambitious
- Ambition is first and foremost for the cause, for the organization and its purpose, not themselves.



“Success is liking yourself, liking what you do and liking how you do it”

Maya Angelou

10 Things Fab Leaders Do!

1. INTRODUCE THEMSELVES

#hello my name is...

2. Less Talking
...MORE LISTENING

3. EMPOWER!

Help others develop as leaders. Encourage learning from ~~mistakes~~ mistakes

4. LIVE THE VALUES 

5. BE ACCESSIBLE



6. GIVE CREDIT AND THANKS 

7. REMAIN POSITIVE
... Even when having a bad day!



8. WELCOME CHALLENGE

I recognise I don't have all the answers, and I seek different views.

9. BALANCE

When to intervene... and when to get out of the way!



10. LEARN AND DEVELOP





Be true to yourself and appreciate and value others



Be humble



Good, effective leadership is a skill that can be learned



Hard work always pays off