Critical Leadership Skills and Experience

• By way of background ....
  As we first explored the two questions we felt our comments fell into two categories:

  - ways of being, and
  - ways of doing.
Leadership

• But as we really looked deeper...all of these qualities began to overlap.

• The "new" leadership skills that are emerging to achieve the triple aim require engaging in a shared vision.

• With Shared Vision you are able to bring everyone to the table.
Leadership

• Shared Vision no one can argue with.

• I mean really who isn't for creating healthy sustainable communities?
Leadership

• Critical leadership skills and experiences include:

- Leader has fearlessness anchored in the vision;

- Humility to think differently, listen differently, use language differently
Leadership

- Leaders are able to share knowledge and use one another to complement needed skills and knowledge.

- Leaders have the flexibility to be open to new models and think strategically.

- And leaders are pragmatic.
Leadership

• How does this translate into personal or organizational goals, performance or operations?
Leadership

• In the recovery community a key element of leadership is advocacy.

• We need new language and new thinking around advocacy because the term Advocacy is grounded in us vs. them thinking.
Leadership

• The "new" leadership of advocacy has to include all parts of the system peers, providers, payors, police, primary care etc.
Leadership

• Leadership requires new thinking and advocacy for success in multiple dimensions to change the long term health of populations.

• This includes:
  - realigning the incentives to reach our goals
  - building capacity to develop community capital
  - investing in peers as a resource
Leadership

- leveraging existing resources

- having or inspiring the political will to invest in long term goals

- being willing to change the metrics of success.
Leadership

• "...There are no permanent friends, and no permanent enemies. Only permanent interests."
- A. Philip Randolph