

# 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