

Workshop:

Harnessing Courage to Elevate Your Team's Leadership Impact

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Speakers



Jessica Homann

Vice President – Furst Group

Furst Group Vice President Jessica Homann brings keen, analytical insight as she helps health systems, hospitals, academic medical centers, and health insurers navigate the continuum of the talent life cycle.

With more than 20 years of experience working closely with providers, payers, and healthcare service organizations, she is adept at assisting clients recognize possible organizational challenges and creating thorough leadership strategies around the recruitment, development, and retention of executive leadership teams.



Joe Mazzenga

Managing Partner – NuBrick Partners

Joe Mazzenga has a strong history as a consultant in building effective executive teams through leadership development and assessment, executive team performance, talent management, succession planning, and talent alignment amid organizational and cultural change.

He has more than 30 years of experience in leadership development and strategy implementation, helping Fortune 500 clients optimize their talent.

Key Takeaways

Our goal is to make this session as informative, interactive, and experiential as possible.

You will leave this session with:

- Gain a high-level understanding of essential leadership attributes
- Clarity about the value of courage and its impact on leadership and teams
- A tool for leveraging courage to identify blind spots and maximize strengths
- A worksheet, slides, and additional resources for action

Critical Characteristics for Healthcare Leadership

Business Skills

- Articulate the shared vision
- Model values and culture
- Ensure results

Leadership Skills

- Executive credibility
- Comfort in ambiguity and uncertainty
- Coaching and mentoring

Interpersonal Skills

- **Courage**
- Relational intelligence
- Inspiration and influence

Intrapersonal Skills

- Adaptability
- Composure and resilience
- Optimism

Interpersonal Skills – Courage

- How courage shows up in leadership
- Building courage (because it may not be innate)
 - Curiosity
 - Tools/Agreements for Action
 - Invested
 - Facing the “Fear”
 - Feedback Scaffolding

Last 10%

- Establish psychological safety
- Courage, diplomacy, and tact are required (Note: To ask for and receive feedback requires courage)
- Secure agreements to engage with colleagues and team members
- Demonstrates commitment to each other's success
- Reaction to feedback: Thank you and Reflect vs. Explanation = Defensiveness

Reflection Exercise

- Describe:
 - A time when you demonstrated or witnessed courageous leadership
 - A time when you wish you had and did not
 - A time in the near future when you may have the opportunity
- Who can you ask for the Last 10%?
- What commitment will you make based on what you've learned today?



Reflections & Questions



SCAN HERE

to Download Slides and Additional Resources

Contact Us



Jessica Homann

Vice President – Furst Group



Joe Mazzenga

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The Companies of MPI

One organization with two areas of expertise, Management Partners, Inc. (MPI), provides contemporary, expertly balanced solutions and support for all aspects of executive talent management:

- Executive Search
- Senior Leadership Development
- Executive Team Performance
- Succession Planning and Management
- New Leader Installation
- CEO and Board Services



Furst Group – Retained Executive Search - Healthcare

Furst Group is a premier executive search firm that focuses in healthcare and life sciences. With more than 40 years of experience, we partner with leaders and organizations from all facets of healthcare—payor, provider, medical device, and other life science companies, academic medical centers, medical groups, associations, and more. Our experience in evaluating talent, leadership, and culture helps companies align their organizations to execute their strategic initiatives. Furst Group continues to be ranked among the Top 10 Healthcare Executive Search Firms by *Modern Healthcare* and ranked on *Forbes* list of Best Executive Recruiting Firms. [FurstGroup.com](https://www.furstgroup.com)



NuBrick Partners – Leadership Development & Talent Management

NuBrick Partners is a leadership development firm comprised of highly trained psychologists and organizational development experts who provide an integrated, systemic approach to talent management. Their support encompasses the board and C-Suite in senior leadership team development, succession planning, executive selection assessment, and new leader installation across all industries as well as executive physician leadership within the healthcare industry. [NuBrickPartners.com](https://www.nubrickpartners.com)

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