



Center for Leadership
In Public Health Practice

Leading Health

“Bringing your Whole Self into Collaborative Leadership”

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Power posing



Objectives

By the end of this session, the participant will be able to:

- **Describe the evolving definition of collaborative leadership**
- **Define appreciative inquiry and a strength based and growth mindset approach to leadership**
- **Integrate approaches to build your adaptive and systems leadership capacities.**
- **Commit to the collaborative learning and adaptive actions necessary for our complex times.**

What one word describes what leadership means to you?

Nobody has responded yet.

Hang tight! Responses are coming in.

Before



Ian's impact



Now



Thumb Wrestling Exercise



I ❤️ Thumb wrestling

The Living Dialogue:

An Appreciative Inquiry approach to connecting our humanity

Think about a time that you felt especially healthy and alive:

- Tell your partner the story
- Why was it powerful?
- What are the good things about you that helped make this a special time? Did you learn anything new about yourself?
(Asset)
- Who else was involved and how did they help? (Asset)
- Was there anything else that helped make this time special?
(Asset)

Each person should take 5 minutes to share the above. Let your partner know if you would be willing to allow them to share your story with the group.

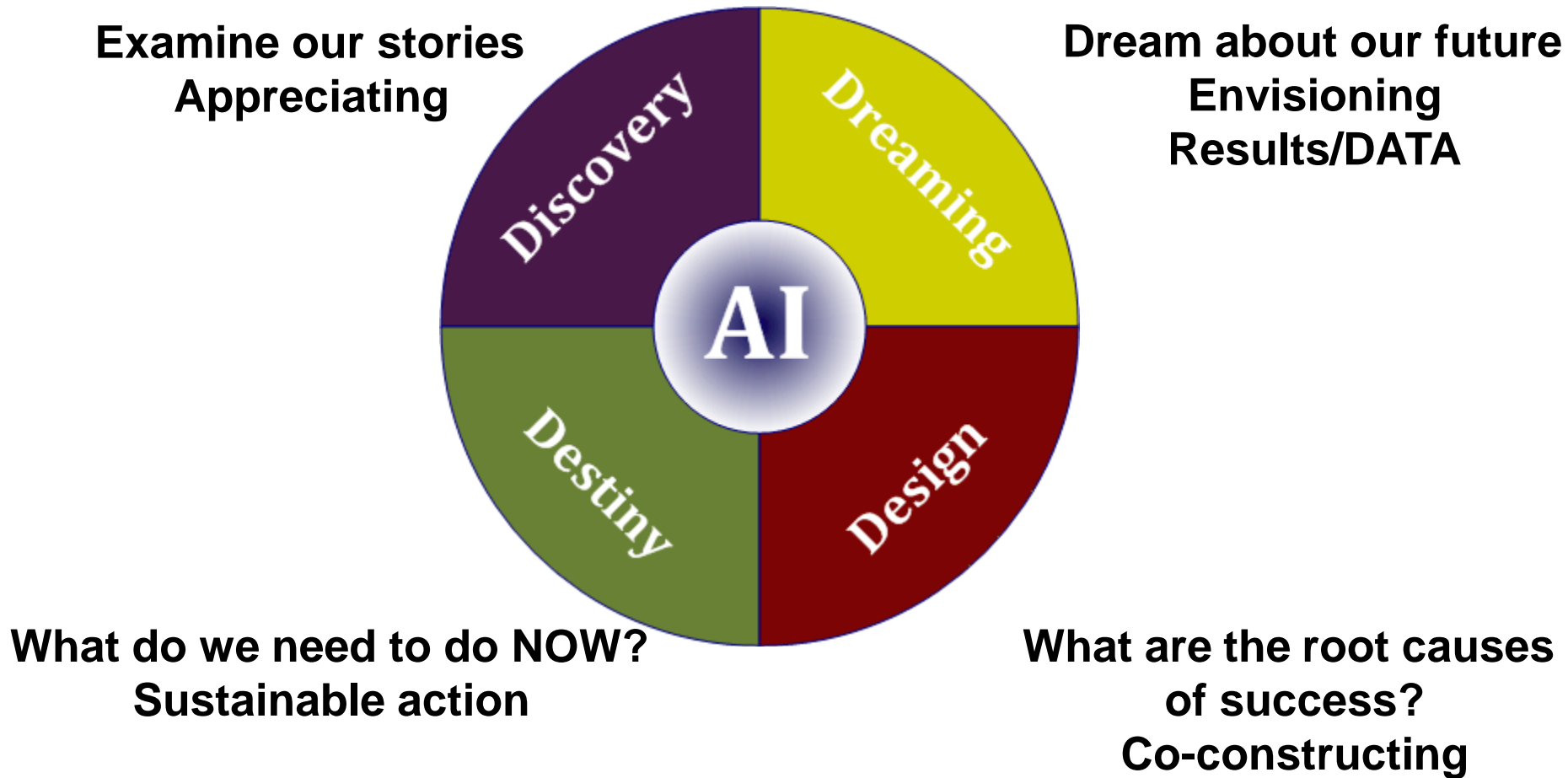
Exercise

- Share stories with group
- Let's identify some of the themes of the stories



Consider this question:
What were the conditions that made it possible for you or your partner to feel that way?

Appreciative Inquiry Domains



A Positive, Strength-based Perspective

- *‘By creating these stories you re-perceive reality in a new way, you create opportunities and you widen your horizon.*
- *We no longer simply endure the future but begin to shape and form it.’*

Ulrich Golüke

**The positive thinker
sees the *invisible*
feels the *intangible*
and achieves the
*IMPOSSIBLE***

SWOT Analysis

- Almost all strategic planning processes contain the "old standby" of completing a SWOT (strengths, weaknesses, opportunities, threats) analysis.





Why does it work?

Appreciative Inquiry Approach

Focus on Possibilities

- Appreciate “What is”
- Imagine “What Might Be”
- Determine “What Should Be”
- Create “What Will Be”

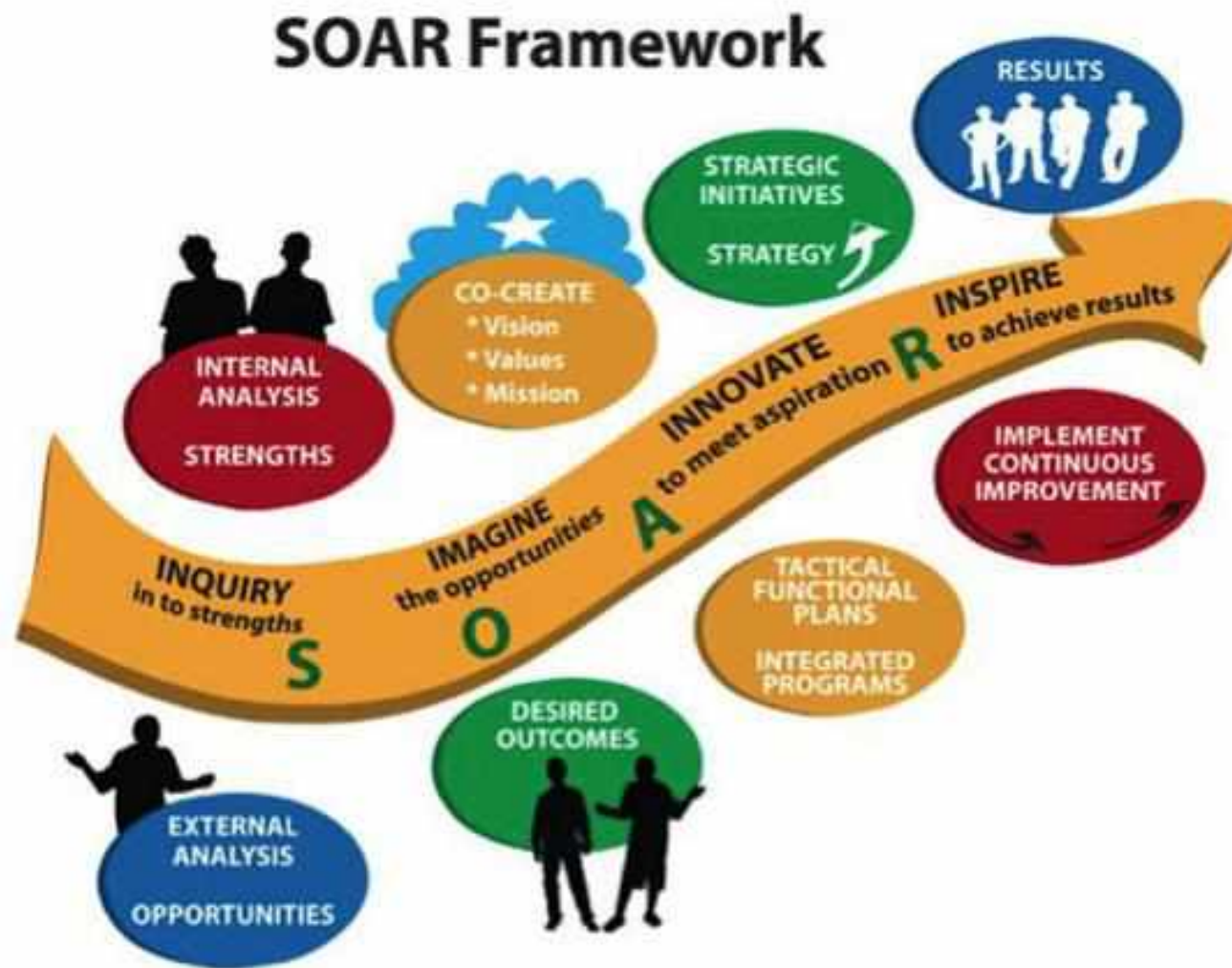
What Gives Life to human and organizational systems when they function at their best?

- When you focus on strengths, weaknesses become irrelevant

The Appreciative Inquiry approach to strategic planning involves identifying and building on existing strengths and opportunities rather than dwelling on problems, deficiencies, weaknesses, and threats.



Strengths/Opportunities/Aspirations/Results SOAR



SOAR is a strengths-based whole system approach to building strategic capacity.

What Does Health Leadership in an Interpandemic Period Need to Look Like?



Rich Pictures

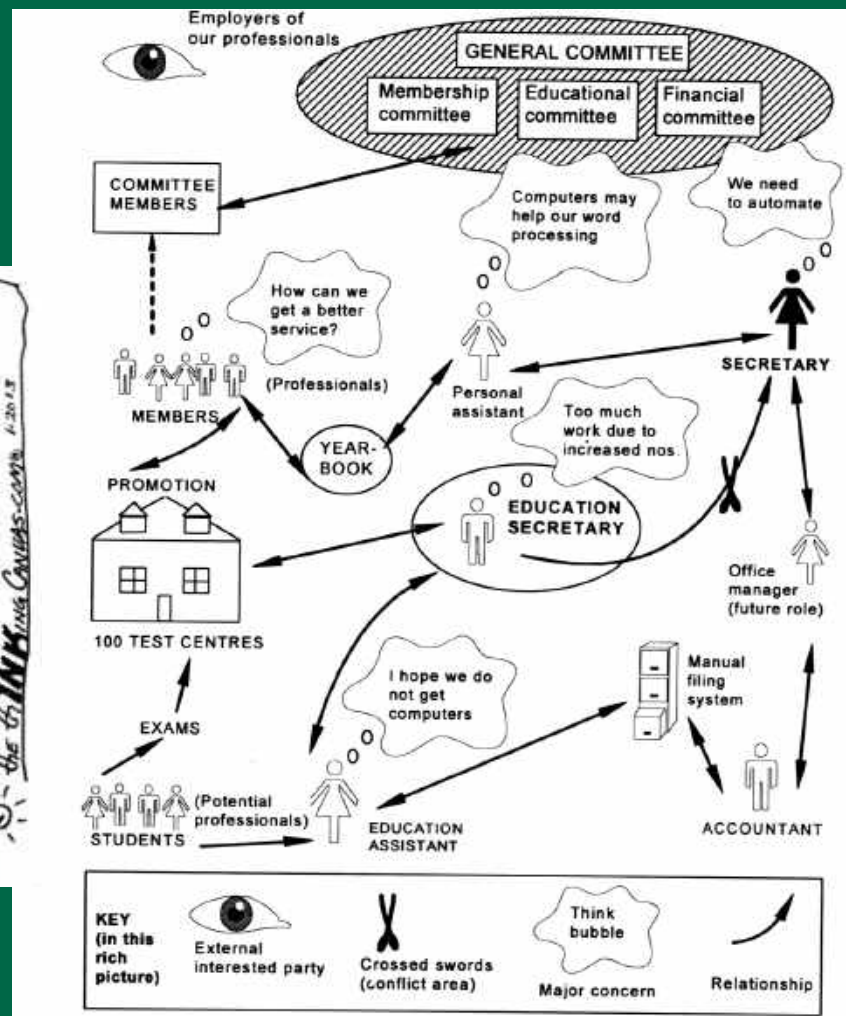
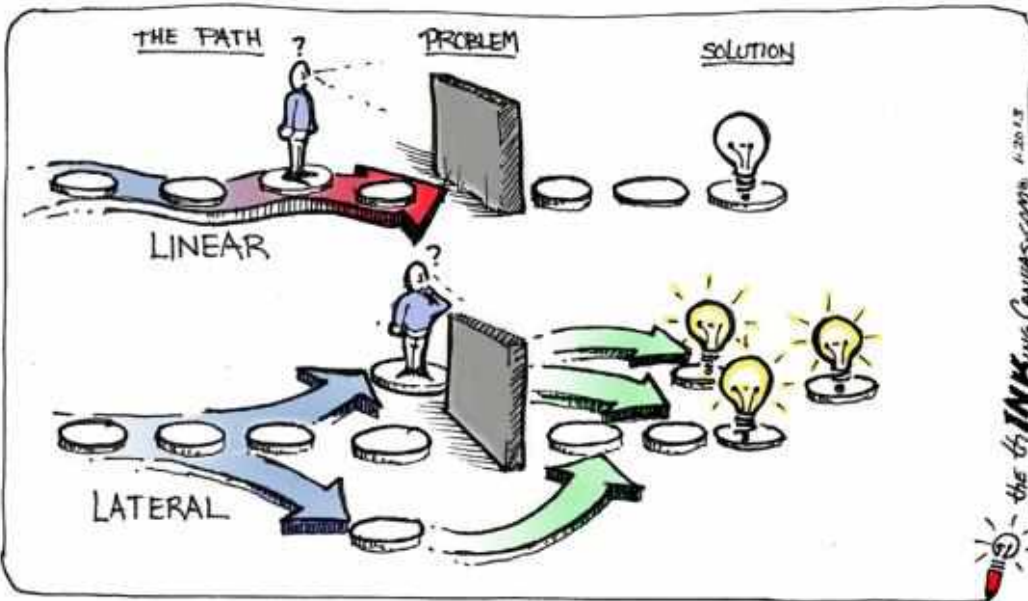


Fig. 4.2: Rich picture of professional association

What to Include in a Rich Picture?



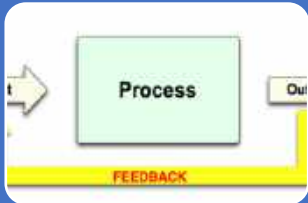
Issues and concerns

- Motivations/Perceptions and Driving forces



Structure

- Formal and informal



Process

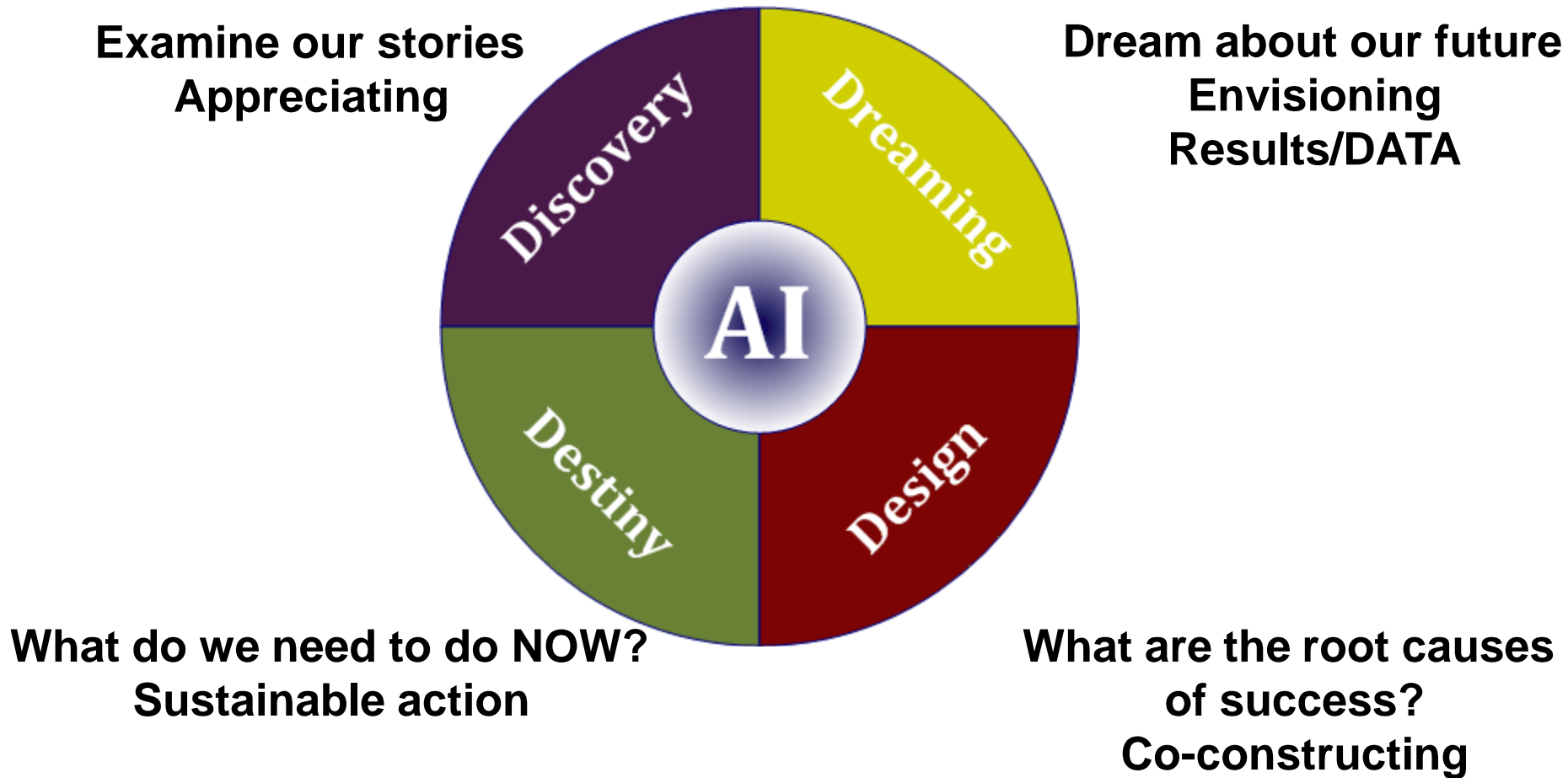
- Flows or transformations that occur within the structures over time.



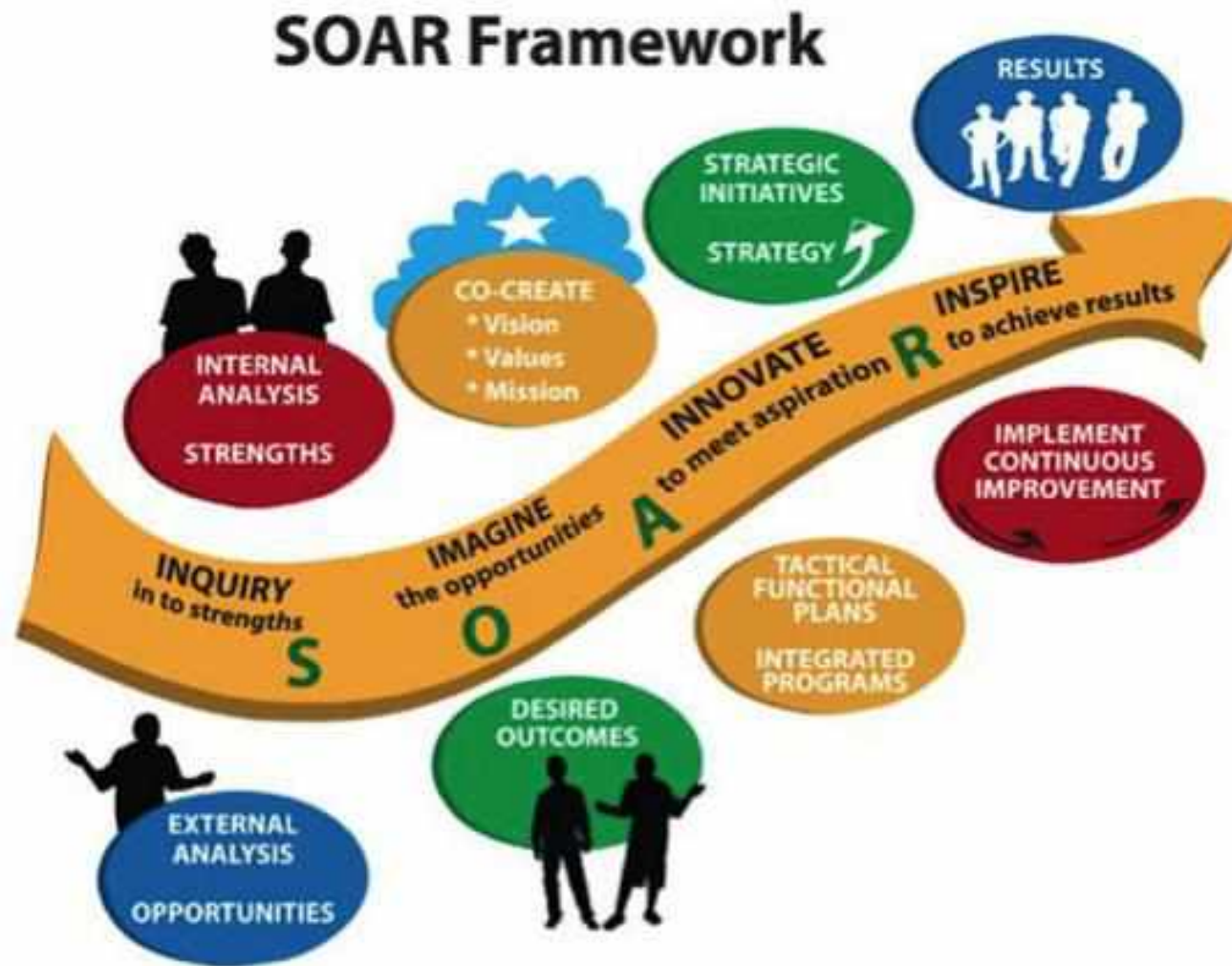
Outcome

- System level
- Intended and unintended

Appreciative Inquiry Domains



Strengths/Opportunities/Aspirations/Results SOAR



SOAR is a strengths-based whole system approach to building strategic capacity.

What do we envision as the future of the MDHC coalition?



What did all groups have in common?

What was novel?





Key Themes

- **Leadership is a relational process**
 - It is what emerges from collaborative effort
- **Working in VUCA environments requires collective learning and adaptive action**
- **Consider your coalition as a living system**
 - Create networks with robust feedback loops and unobstructed flow of information
 - Create and maintain generative relationships
 - Unleash creativity
- **Exercise to your level of discomfort to learn from your failures and experiences**

Thank you for stepping beyond your comfort zone

Comfort Zone

Safe place to reflect.

Learning Zone

Where you grow
and learn.

Panic Zone

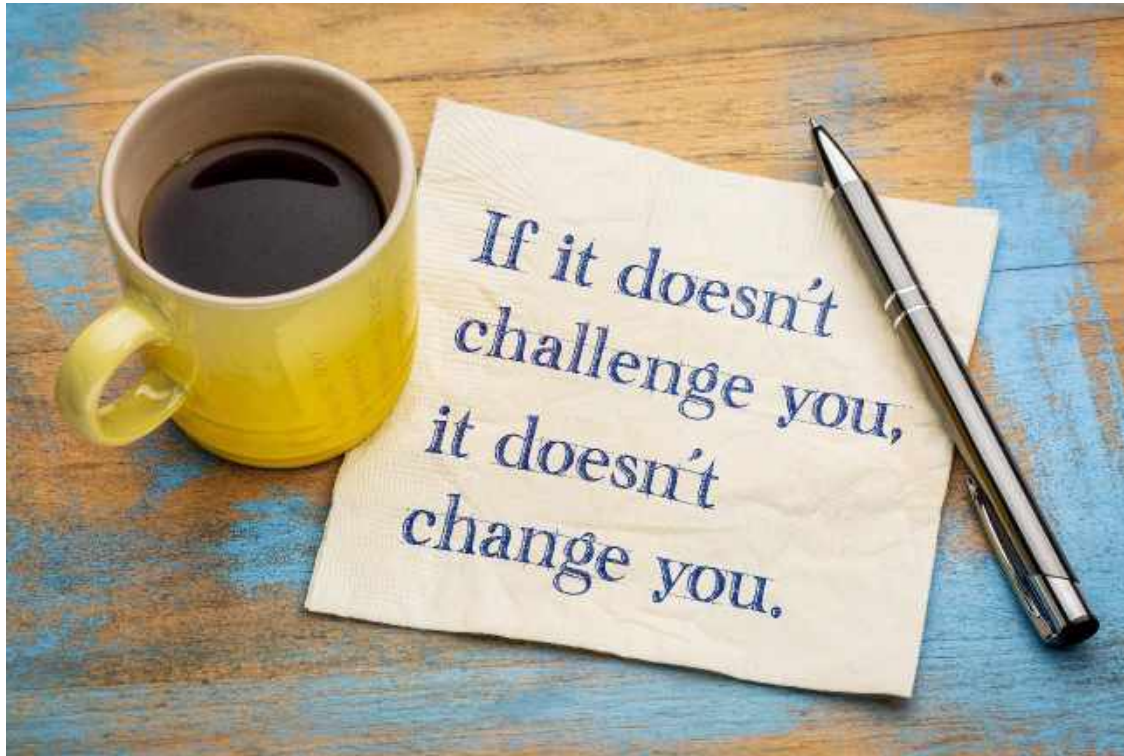
Learning is beyond what
you are familiar with and
becomes very difficult.



Conclusions and Final Thoughts

- **Thank you for pushing yourselves to work in your “panic” zone. We like to call it the “magic” zone where personal growth occurs.**
- **Consider the relationships you made today.**
- **Make relationship creation and maintenance a key competence in building adaptive capacity in your coalition**

If you want to be challenged more...



**...come to my session tomorrow at 11:15 to
take a deeper dive into *regenerative
leadership***

**Thank you and make the most
of the rest of this meeting!**

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