



Leading Through Times of Uncertainty & Inequality

Through Self-Empowerment, Compassionate Leadership,
and Fostering Motivation

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Leading Through Times of Uncertainty and Inequality

Conditions of 2020-2022:

- ▶ Global Pandemic
- ▶ Political Instability
- ▶ Inequality
- ▶ Emotional Trauma
- ▶ Financial Uncertainty



Reverberations of Conditions:

- ▶ Fear, Doubt, Anger, Anxiety
- ▶ Heightened Sensitivity to Environment
- ▶ Reactionary Responses to Change
- ▶ Loss of Control

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As leaders of people who directly impact people we have a responsibility to support the humanity within each of us



- Understand their individual needs, concerns and goals for their future, whether internal or external
- Ensure a safe-space for communication that is collaborative, constructive, and positive
- Create an environment that cultivates trust, relationship building, inclusion in the decisions about changes that impact the team
- Emulate the behaviors, commitment and motivation which you desire from your team

Self Empowerment

- I. Inclusion in Projects
- II. Collaborative Decision Making
- III. Share your Knowledge
- IV. Set Personal Goals (Career Based & Personally Based)
- V. Constructive, Honest Feedback
- VI. Ownership of Assigned Roles & Job Duties
- VII. Share Responsibility of Executive Report Outs

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400 Construction Workers



400 You Rock Cards

Compassion

- I. Acknowledgement of Successes
- II. Safe Space for “Failure” and/or Mistakes
- III. Valuable and Personalized Mentoring
- IV. Willingness to Accept Constructive Feedback
- V. Take Action on Employee Concerns
- VI. Exemplify Practices of Compassion

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“The words on the card truly touched me and absolutely made my day. All of us need a word of encouragement at times and your thoughtful jester did that for me. Thank you”

“It was a total surprise and what a lovely way to brighten a day. Thank you and your team for all that you do to help our families during a stressful time.”

I can't tell you how much I appreciated you sending such beautiful flowers and writing such a wonderful card. Thank you so much for bringing a great big smile to my day.”

Motivation

- I. Achievable Goals
- II. Participation in the “How to Get There”
- III. Inclusion of Measures & Outcomes
- IV. Align Personal Desired with Department Goals
- V. Team Building Initiatives
- VI. Effectively Utilize Teams Strengths and Weaknesses

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Dahlia symbolism

The award, much like the dahlia flower, is symbolic for enduring challenges under grace with inner strength. Those challenges are solved by the power of collaboration and the diverse perspectives that drive a well-rounded outcome. The award also supplements our PCARES values of recognizing talent and accomplishments.

The Dahlia Team Award criteria

The nomination is guided by the criteria below.

A3 implementation or completion	This includes a recognition of the size and type of problems and an appreciation of the relevant problem solving tools, and measured outcomes/improvements
Innovation	Identifying and implementing a new process, method, approach, or idea that has an impact or adds value.
PCARES	Personalized interactions, compassionate communication, assessing a situation, responding quickly, setting expectations, or supporting the team and the organization



Dahlia Award

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Designation Boss vs. Leader



Boss

- Gives answers
- Makes Demands
- Result Expectations without perception of achievability
- Equates productivity to value
- Controls decisions and outcomes
- Does the talking without inclusion
- Enforces results through fear/risks
- Unwillingness to adjustment on goals or expectation

Leader

- Visionary
- Collaborative Communicator
- Listens and encourages input
- Influences through motivation not fear/risk
- Emulates desire behaviors and cultivates a positive environment
- Takes responsibility and truthful
- Shows appreciation and acknowledges contributions
- Does the right thing especially when its hard



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CONSIDER THESE QUESTIONS IN ACHIEVING AN ENVIROMENT OF STABILITY & INCLUSION

What kind of leader do you want to be?

Be the Leader you want to see

Can a Leader really “make” anyone DO anything?

Self-Empowerment requires a commitment to succeed

Are you taking time to recharge, regroup and ask for support?

Emulate the practices such as self-care, self-compassion, self-trust for your team

Who is your successor?

Share your knowledge, build your next leaders and prepare them for their future

Leadership Words of Wisdom

“Equality is equal value of
ones individualism“

“Equality is not assimilation
to commonality in order to
attain value“



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**Don't be Shy...
Ask Questions**



Leading Together Creates Magic!

An authentic visionary leader is honest and transparent to promote self-empowerment, integrity, and passion.

Motivation takes active participation, a sense of inclusion, and compassion to continue effectively.

Creating an environment of equality eliminates boundaries and promotes a sense of value.

Feeling valued paves the way to increased gratitude and appreciation not only for the ones who do the work but for one another and the humanity in each of us.

That commitment then goes beyond just collecting a “paycheck”, retains staff, and prepares our successors for a plethora of opportunities in the future.

In the end be unyielding in your pursuit to build, motivate and ensure your team is prepared to transform through the changes they encounter with courage

Thank you, Donna Chung

- ▶ ***This message was created utilizing the 38 words submitted by all the attendees of the Keynote Presentation. Thank you for your participation and inspiration, together we make great change!***