



# Limitless Leadership

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# What does a 'Leader' do?

*Lead people and communities of people to move and accomplish goals*

*'I define a leader as anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential.' ~ Brene Brown*

# Current Industry Challenges

- Financial shortfalls
- Unprecedented urgency
- Limited direct authority
- Changes in organizational leadership
- Uncertain and/or shifting organizational structure
- Underperforming / uneducated / nonexistent staff
- Barriers to implementation
- Lack of tools and/or infrastructure to support change
- Other?

# Great Leadership

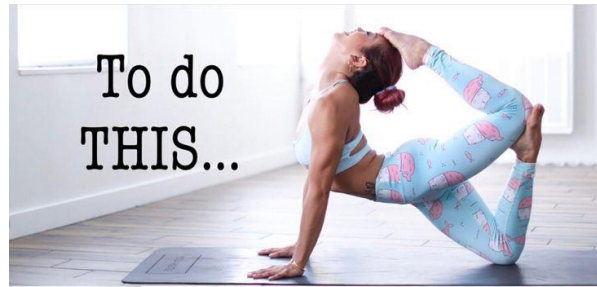
**A leader must be a student of people and community**

- Practice of Leadership
- Leadership Skills Development
- Art of Leadership

# Practice Leadership

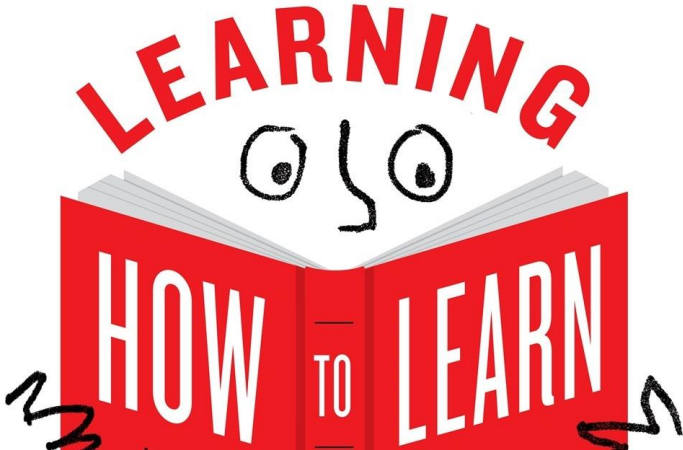
Don't practice until you get it right...

Practice until you cannot get it wrong. (unknown)



# Leadership Skill Development

Once you stop learning...  
you start dying (Albert Einstein)



# Art of Leading

An Artist is:

- Engaged
- Curious
- Aware of self & surroundings
- Sees possibilities
- Works hard
- Finds balance
- Brave
- Tenacious
- Creative



# Becoming A Leader

## Transition from Individual Contributor to Leader of People

Key Focus Areas:

1. Creating Safety & Collaboration
2. Building Confidence



# Early Leaders

- **Practice** – Respect, Recognition & Relationship
- **Skills** – Ask GOOD/INSIGHTFUL questions
- **Art** – Providing feedback



# Middle Management

## Directing Traffic & Herding Cats

Key Focus Areas:

1. Coaching new leaders
2. Expanding Leadership skills in more complex environments

# Leading from the Middle

- **Practice** – Purposeful delegation
- **Skills** – SHARE information, regularly, frequently, transparently
- **Art** – Managing up & managing out

## HERDING CATS:

“A futile attempt to control that which is inherently uncontrollable.”



# Setting Destinations

## Providing Navigation, Guidance and Partnership

Key Focus Areas:

1. Developing leaders of leaders and a strong culture
2. Leading increasingly complex environments to influence organizational direction

# Setting Destinations

- **Practice** – Vulnerability
- **Skills** – Empower others to expand, fail, recover, succeed, and SHINE!!!
- **Art** – Telling a good story.

When we volunteer to share our stories — **to reveal the messy, complicated parts of our lives** — we're speaking up for people who might be dealing with the messy parts **alone.**

@PRESENTLYBRACELETS

# Limitless Leadership

*Every member of the team must lead to their fullest ability!*

- Ask Questions & Cross Pollinate Ideas
- Function at full capability levels
- Identify and recommend solutions to new issues
- Grow collaboratively around them
- Operate as a team to achieve more than the sum of parts

# Journey Mapping

## Current Location – Destination – Next Steps

- Honesty
- Kindness
- Consistency

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