OPENING KEYNOTE

Reinventing Your Leadership Relevance

Wisconsin HFMA Women's Leadership Conference

From Vision to Victory: Lead. Unite. Achieve.

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Strategic Healthcare Consultant and Leadership Coach

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1980

BSN graduation, age 21

With my mom and dad

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THE PREMISE

Relevance is not a title you hold. It’s a practice you keep.

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Why relevance feels harder now

The work is changing, and so are the skills it requires.

39%

of workers' existing skills are expected to change or become outdated by 2030

66%

of leaders say they wouldn't hire someone without AI skills

75%

of knowledge workers already use AI at work

No one can promise your role won't change.
You can decide whether you change with it.

Sources: World Economic Forum, Future of Jobs Report 2025 (39%); Microsoft & LinkedIn, 2024 Work Trend Index (66%, 75%).

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Our hour together

Learning objectives

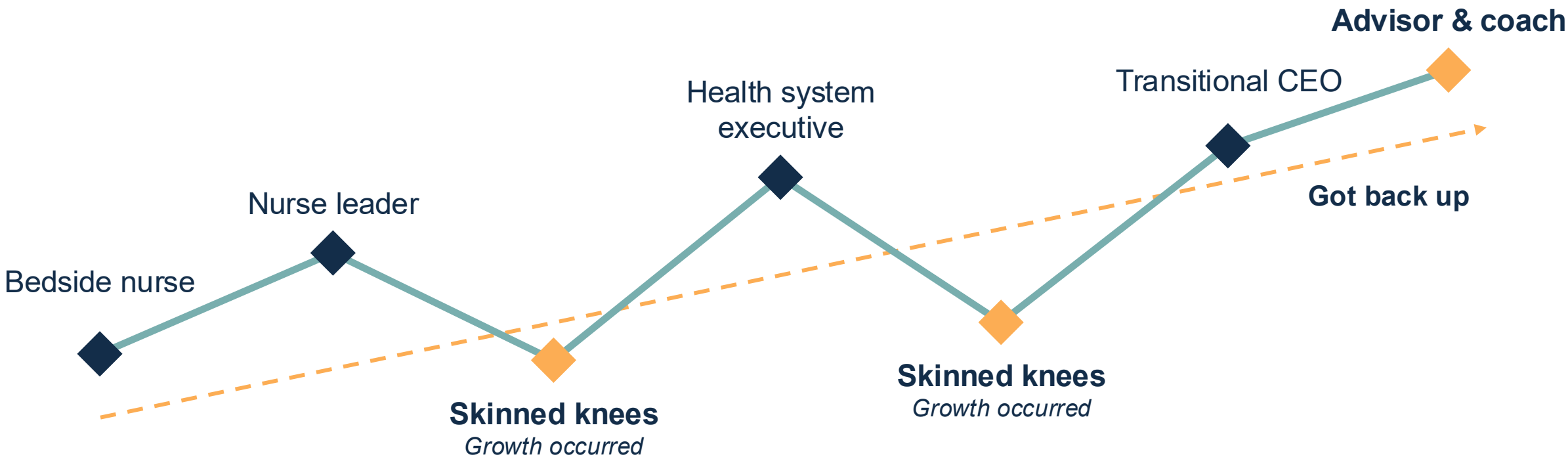
1. Recognize how nonlinear experiences can strengthen leadership capability.
2. Identify one capability or perspective needed for the next season of leadership.
3. Apply a four-practice framework for greater relevance and confidence.
4. Commit to one action that expands opportunity for another leader.

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Every path has turns

Think of one moment when your path turned. Hold it.



The detour was the curriculum.

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Lead. Unite. Achieve.

Four practices, built on one foundation.

LEAD yourself

Rooted

Carry forward what matters

Learning

Build what the next season requires

UNITE with others

Relational

Expand your influence

Reaching back

Create opportunity for others

ACHIEVE together

Your 30-day plan

One deposit. One stretch. One door.

FOUNDATION = Capacity First

Reinvention isn’t becoming someone else. It’s bringing all of you to what’s next.

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FOUNDATION: CAPACITY FIRST

Your team never meets your intentions. They meet whatever is left of you.

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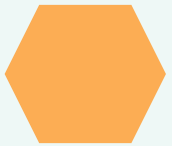
FOUNDATION

Protect your capacity like your margin

Four accounts every leader draws on.



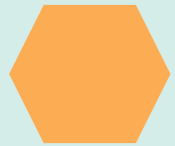
Rest



Body



Connection



Purpose

Which one is overdrawn?

Managers account for 70% of the variance in team engagement (Gallup, 2015).

Self-care is not a substitute for fixing the system. And leaders own the system.

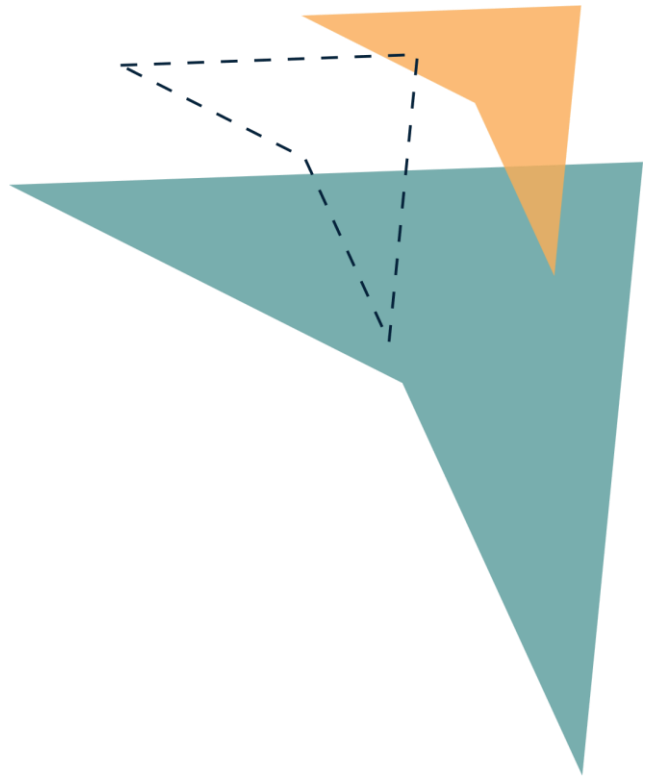
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LEAD

Rooted: carry forward what matters

Values	What will you protect when pressure rises?
Strengths	What do people count on you to bring?
Lessons	What did your hardest season teach you?



Offer your experience as a question, not a verdict.

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LEAD

Learning: build what the next season requires

Technology & AI

Ask how it changes the work, the risk, and the patient.

System fluency

Read the work through finance, clinical, and operations eyes.

A learning rhythm

30 minutes a week, on your calendar.

You don’t have to master every tool. You do have to stop avoiding them.

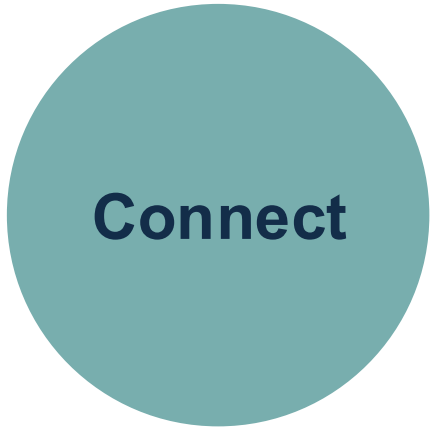
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UNITE Relational: expand your influence



Speak in outcomes: patients, margin, people.



Find people who will tell you the truth, with care.



Tell your leadership story in 60 seconds.

Influence is built in the extra five minutes.

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UNITE Reaching back: create opportunity for others

Sponsorship

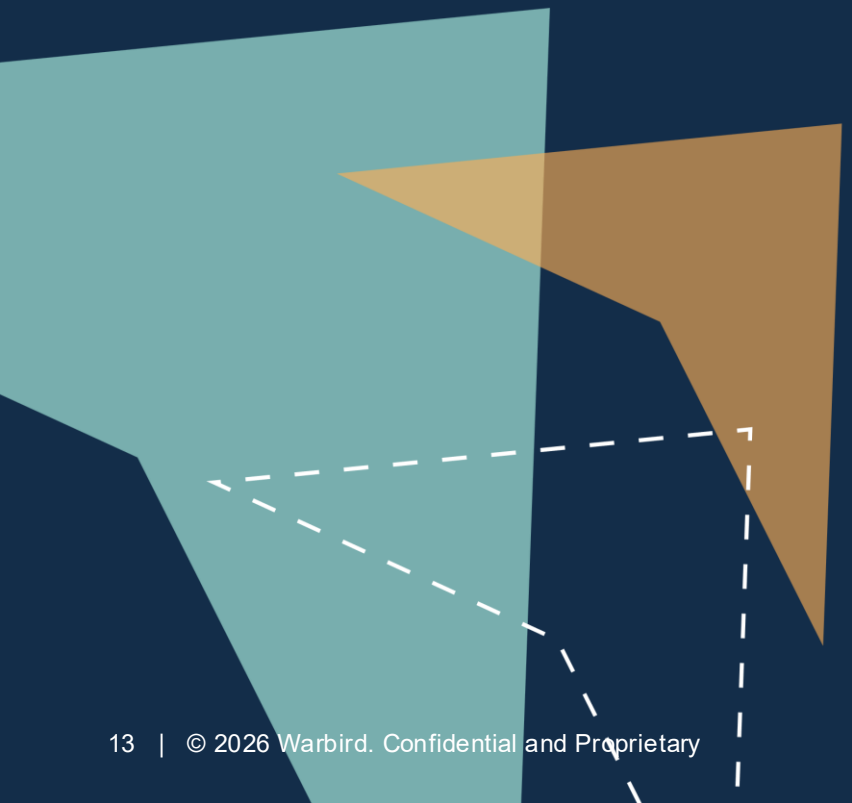
Spend your credibility on her name.

Exposure

Bring her into the conversations that build context.

Stretch work

Hand over real responsibility, with support.



Someday the room you open .. will be the room she leads.

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UNITE Your Turn

1. Pick ONE prompt **2. Write for 90 seconds** **3. Share in threes**

Rooted

What strength will you carry into your next season?

Learning

What capability would make you more effective next year?

Relational

Where do you need more visibility, or someone who will tell you the truth?

Reaching back

Mentor or sponsor: whose growth will you champion, and how?

Pick one. Write it. Say it out loud.

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ACHIEVE

Make a Deposit: your 30-day plan

Confidence is built by action.

One deposit	For me: _____
One stretch	I will learn or connect with: _____
One door	I will open a door for: _____

Write it. Schedule it. Tell someone who will ask you about it.

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Your day ahead

You know who leads the change. Here's where to take her today.

- Leading Through the Unexpected
- Training to Live: Pivoting with Purpose
- Leading Together: Turning Vision into Victory
- Own Your Seat, Make Room for Others
- Confident & Impactful Change Management

Listen for the one idea that belongs in your 30-day plan.

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FROM VISION TO VICTORY

Be the leader who is still here: rested, learning, and reaching back.



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2026

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Thank you

Relevance is a practice. Go practice.

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Find me at the break.

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