

MODULE 2

DEFINING THE LABORATORY MEDICINE LEADERS

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CONTENTS OF THIS MODULE

- ▶ What is Leadership?
- ▶ Management and Leadership
- ▶ Authority and Power versus Leadership
- ▶ Who is the leader?
- ▶ Importance of Self Leadership
- ▶ Principles of Leadership

LEARNING OBJECTIVES

By completing this module, participants will be able to:

- ▶ Describe what leadership means and how it differs from management, authority and power.
- ▶ Describe the importance of self leadership to good leadership practice.
- ▶ Describe the principles of leadership.

What is Leadership?

- The action of leading a group of people or an organization, or the ability to do this.
- The ability to adapt the setting so everyone feels empowered to contribute creatively to solving the problems.



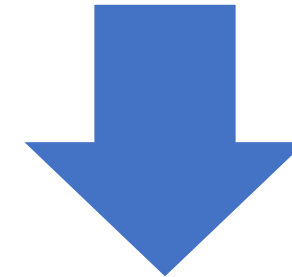
“Not all leaders are managers, nor are all managers leaders”

Managers

- Persons whose influence on others is limited to the appointed managerial authority of their positions

Leaders

- Persons with managerial and personal power who influence others to perform actions beyond those that could be dictated by those persons' formal authority (position) alone



A
manager
says “GO.”

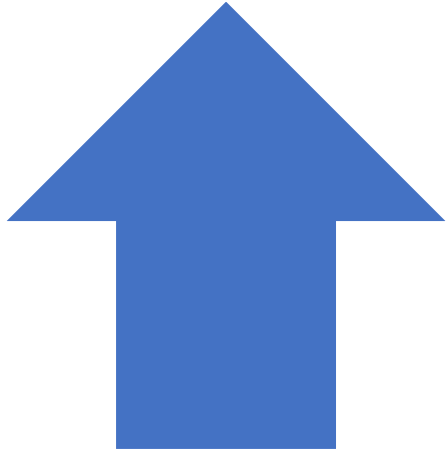


A Leader
says “Let’s
Go.”

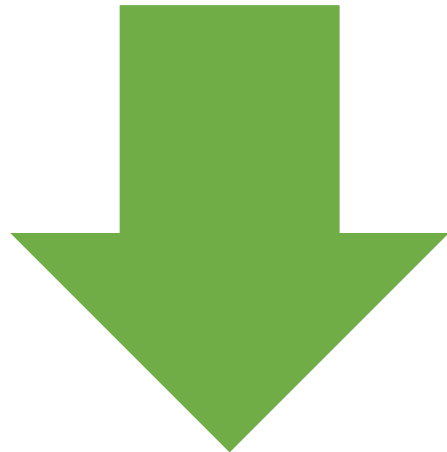


John Maxwell (Author, Speaker, & Leader)

Authority vs Leadership



An **Authority** is a legitimate power that people follow because the **position** itself demands so irrespective of **who** is holding the position.



A **Leader** may involve **formal authority**, but mainly relies on the informal authority that the leader exercises on people to **influence** them.

Leadership is independent of authority and position.

Leaders are trusted for their judgment and respected for their expertise, integrity etc., and hence followed - not because of the **position** they may hold.

E.g. M.K. Gandhi for most part did not hold an official position to lead the Indian freedom struggle.

Leadership vs. Authority



An authority has the title.
A leader has the people.

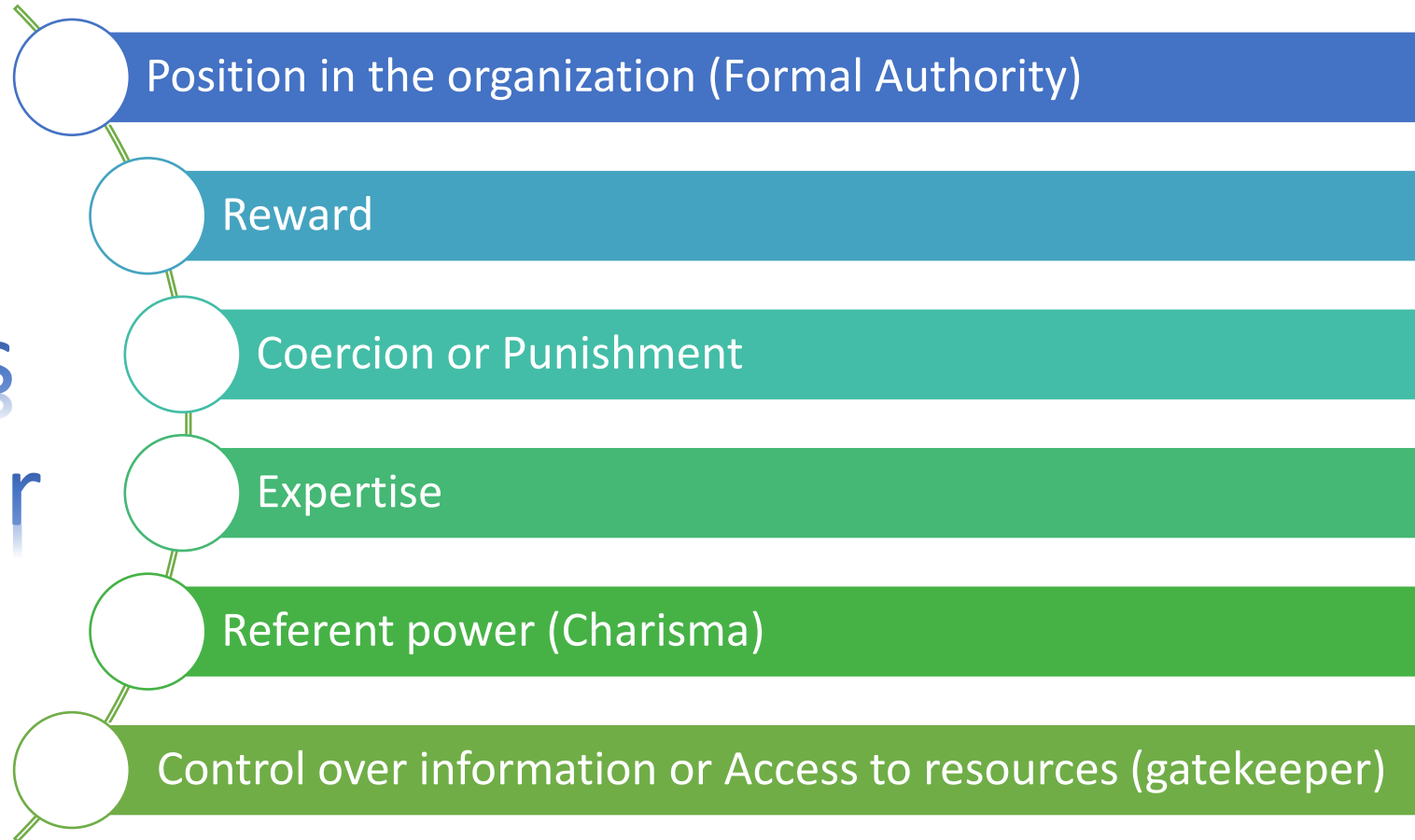
Power vs Leadership

“Leaders become great, not because of their power, but because of their ability to empower others.”

John Maxwell (Author, Speaker, & Leader)

Power vs Leadership

Sources of Power

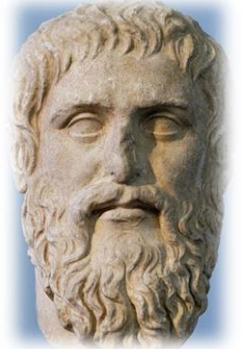


Who is the Leader?

A leader can be distinguished based on key attributes.



Master of Self



Self leadership is the ability to guide oneself to positive places where you have never been before. It requires **self-mastery** and first influencing self to achieve goals.

Mastering self enables a person to fulfil their potential while building a strong foundation from which to make daily decisions - both professionally and personally

“The first and best victory is to conquer self.”

Plato (Greek Philosopher)

Principles of Leadership



Principles of Leadership



Leadership is an ability, to change people or influence the change in them based on leadership traits, character and skill.

The ability is a natural one, but the skill is proficiency gained through training and experience.

Principles of Leadership



Leadership is adaptive - the leader makes adjustments.

A leader who fails to adjust to the territory will lose their way.

Only fools willingly follow someone who is lost.

Principles of Leadership



Leadership acts on a setting - a leader adjusts the state of the surroundings and people.

A leader carefully observes those states and discerns significance looking for how to adapt the setting most effectively.

Principles of Leadership



Leadership empowers - a leader inspires confidence and self-esteem.

And that inspiration comes in many flavors.

Some leaders inspire by bold talk; others by soft talk; and yet others by their example.

There are many ways to empower.

Principles of Leadership



Leadership fosters creativity – through innovative use of limited resources.

A leader that enables people to use their creativity and innovation is a step closer to solving problems faster, better and cheaper.

Principles of Leadership



Leadership solves problems - closing the gap between things as desired and things as perceived/occurred.

In doing so, involves everyone to work on the solution

Principles of Leadership



Leadership is shared by everyone in the organization. It should reinforce that everyone on a team can be a leader.

The most successful teams create chain reactions of leadership.

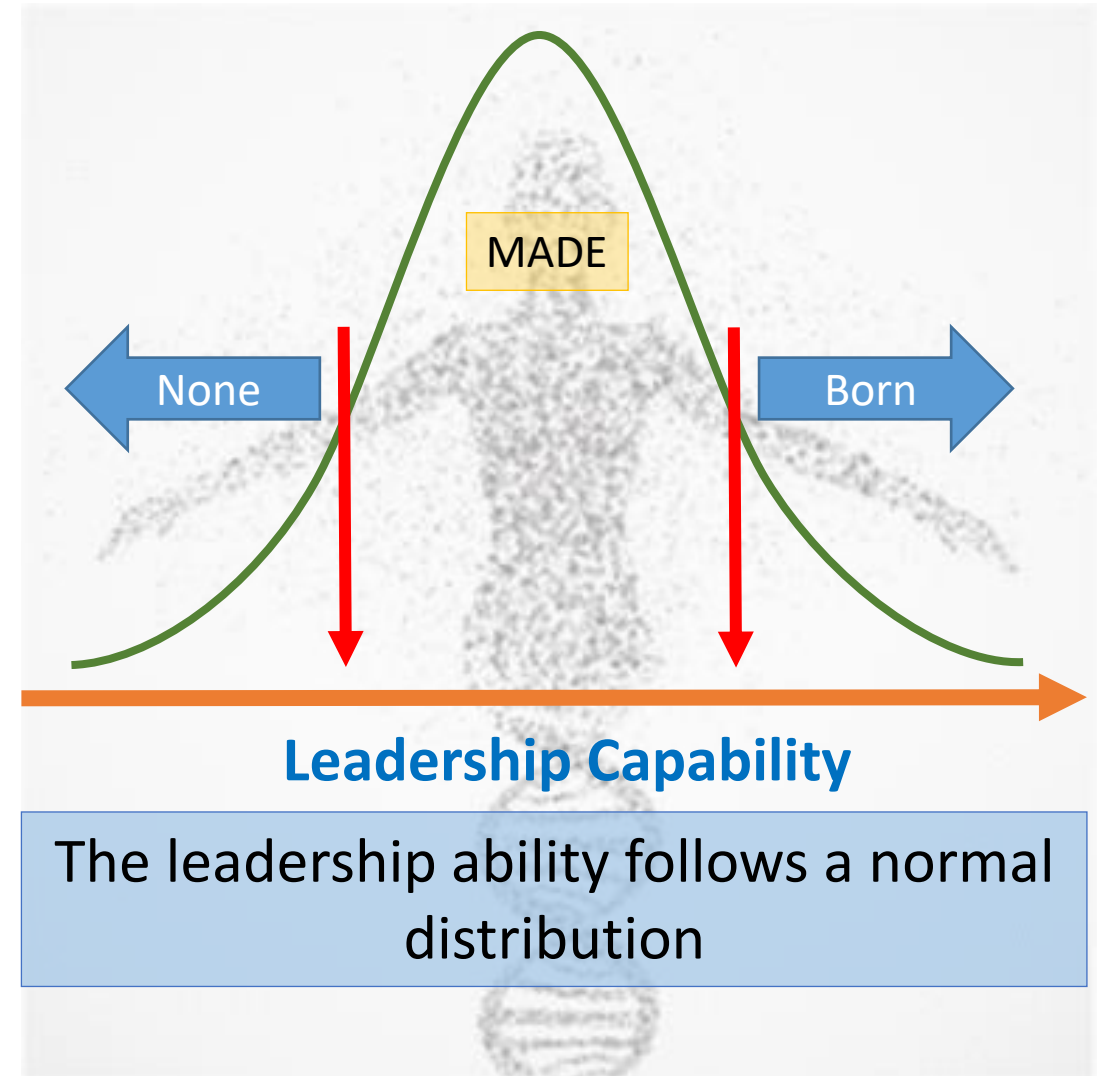
Adaptation triggers long chains of further adaptations that ultimately solve seemingly impossible problems.

Are Leaders Born or Made?

Studies of Natural Leaders show:

- There are innate leadership qualities and traits
- Many go through nurturing experiences and mentoring
- Some became great leaders without training or mentoring
- Some leaders who lack inherent qualities and traits don't find joy in their jobs

Conclusion: One is born with attributes that are consistent with leadership capability which when exposed to the right environment and influences germinate to make the best leaders.



SUMMARY

- ▶ Leadership involves action. It involves leading a group of people or an organization, or having the ability to do this effectively.
- ▶ Leadership is different from managing, authority, or power.
- ▶ Self-mastery and self-leadership is important to gaining credibility and effectiveness in leading others.
- ▶ Principles of leadership involve:
 - ▶ ability, creativity, adaptively, activity, problem solving. and sharing the role and empowering others.

TASK

- If you work in a managerial role in the medical laboratory, give examples of scenarios where you acted as a leader based on each of the leadership principles outlined in this presentation.