

Leadership

Brad Radatz ALP Executive Summary

From the very beginning of this year's Center for Leadership (CFL), I have thought about how we can bring leadership training to a larger group of individuals. The CFL is a wonderful training but while only training 15 people per year, the majority of workers in long-term care will never get the opportunity. It generated a question of what can I do or how can I pass along the information I have learned to those I work with. The Action Learning Process (ALP) provided the perfect opportunity to share what I had learned with others.

My ALP is Leadership training for others I work with. While often times a "top-down" approach is not ideal, I have structured my ALP train using this method. I have learned through the Center for Leadership that building relationships is one of the many great outcomes achieved with leadership training. I plan to host trainings with the leadership team and ask that each of them host similar trainings with their teams. As Kim Scott states in Radical Candor, caring personally is one of the key aspects of leadership. I believe hosting the trainings in this fashion will develop relationships to help leaders continue to care personally for those they lead and serve.

Each training will open with a check-in question to learn more about each other and to start encouraging participation from each person. Following the check-in question we will discuss 1 or 2 items from the CFL toolbox and discuss how they can be used in everyday interactions. We will then listen to a couple of chapters from a leadership book with discussions about what they learned and how they can use that knowledge. Participants will be encouraged to provide candid feedback or questions with the understanding that the trainings are a safe space to do so. We will finish each training with a check-out. Each training will last about an hour.

The leadership trainings will focus on developing leaders at every level in our organization. Through leadership growth I expect to see better outcomes including staff retention, higher morale, a culture of learning from all staff members regardless of position and a better living environment for those we serve.

These trainings can easily be replicated through sharing knowledge of leadership and creating an environment where people are able to ask questions, challenge knowledge and encouraged to become better leaders. Participation in the CFL or LeadingAge Leadership Academy is beneficial for the leadership coaches but not required. Through open discussion and support in a group setting based on improving leadership, we can all become better leaders!