LEADING FROM BEHIND: PUTTING YOUR TEAM AHEAD OF YOUR TITLE

Savory Turman, COMT

I have no financial interest in this presentation.

Who am I?
Where am I?
What am I?

Do what you feel in your heart to be right—for you’ll be criticized anyway. —Eleanor Roosevelt

LEADERSHIP…..

- The ability to lead
- An act or instance of leading; guidance; direction

My own definition of leadership is this: The capacity and the will to rally men and women to a common purpose and the character which inspires confidence. —General Montgomery
ESSENTIALS

- Doctor trust and respect
- Doctor buy in
- Staff buy in to YOU

Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others. —Jack Welch

R-E-S-P-E-C-T

- Seek it
- Earn It
- KEEP IT!

A leader is one who knows the way, goes the way, and shows the way. —John Maxwell

BE A STRENGTH FINDER

- As we look ahead into the next century, leaders will be those who empower others. —Bill Gates
- If your actions inspire others to dream more, learn more, do more and become more, you are a leader. —John Quincy Adams

- Tap into the strength of your team!
- Be a baseball coach!

BASEBALL COACH

- Decide what the need is
- Who will be on the team
- Find their strengths to compliment the team

A leader takes people where they want to go. A great leader takes people where they don’t necessarily want to go, but ought to be. —Rosalynn Carter
MENTOR

- Build your future leaders!
- Take the time to give them tools.
- Empower them for success!
- Bring them to the attention of the team / doctors / and managers.

Leadership is lifting a person's vision to high sights, the raising of a person’s performance to a higher standard, the building of a personality beyond its normal limitations. —Peter Drucker

Do you have a “sacred cow?”

Who’s fault is it?
What are you going to do about it?
How are you going to finish the behavior?
How do you get buy in?

The key to successful leadership today is influence, not authority. —Kenneth Blanchard

THE SACRED COW

- Kill it or cure it?!?!?!

Anyone can hold the helm when the sea is calm. —Publilius Syrus

WHAT NOT TO DO…. 

- Do not place blame.
- Do not take all of the credit.
- Do not ignore problems.
- Do not neglect the words “thank you.”
- Do not lose a teachable spirit.
- Do not neglect the team in favor of minutia.

Become the kind of leader that people would follow voluntarily; even if you had no title or position. —Brian Tracy
**It’s NOT ABOUT YOU!!!!!**

- Do not make it about you.
- Do not make it about your career.
- Do not make it about your amazingness.

- IT'S ABOUT YOUR PATIENTS, YOUR COMPANY, AND YOUR TEAM!!!!!

To command is to serve, nothing more and nothing less.
—Andre Malraux

**FINAL THOUGHTS**

- You don’t lead by hitting people over the head—that’s assault, not leadership.
  -Dwight Eisenhower

- Earn your leadership every day.
  -Michael Jordan

Thank you!

Savory Turman, COMT
savoryt@eyecenternoco.com
(970)419-2691
Linked In: Savory Turman

———But don’t lose you!!!

The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly. —Jim Rohn