

Instructor Resources Sample

This is a sample of the instructor materials for *Leadership in Healthcare: Essential Values and Skills*, Fourth Edition, by Carson F. Dye, FACHE.

The complete instructor materials include the following:

- PowerPoint slides with additional discussion questions

This sample includes the materials for chapter 4.

If you adopt this text, you will be given access to the complete materials. To obtain access, e-mail your request to hapbooks@ache.org and include the following information in your message:

- Book title
- Your name and institution name
- Title of the course for which the book was adopted and the season the course is taught
- Course level (graduate, undergraduate, or continuing education) and expected enrollment
- The use of the text (primary, supplemental, or recommended reading)
- A contact name and phone number/e-mail address we can use to verify your employment as an instructor

You will receive an e-mail containing access information after we have verified your instructor status. Thank you for your interest in this text and the accompanying instructor resources.

Digital and Alternative Formats

Individual chapters of this book are available for instructors to create customized textbooks or course packs at XanEdu/AcademicPub. Students can also purchase this book in digital formats from the following e-book partners: VitalSource, Chegg, and RedShelf. For more information about pricing and availability, please visit one of these preferred partners or contact Health Administration Press at hapbooks@ache.org.

The Values-Based Definition

Chapter Four

Discuss

“Leadership, simply put, is the ability to influence others. Values-based leadership takes it to the next level. By word, action, and example, values-based leaders seek to inspire and motivate, using their influence to pursue what matters most.”

—Harry Kraemer (2011)

What Do We Know About Leadership?

1. Leadership is both inherent and learned.
2. Leadership values and skills are interrelated. One cannot exist without the other.

- Born AND made
- Values drive skills

Values

- *Values* are ingrained principles that guide behaviors and thoughts.
- They are formed early in life and are likely correlated somewhat to heredity.

Personal and Team Values

- *Personal values* affect how a leader perceives and is perceived by others.
- *Team values* serve as a bond that connects and links team members. These values guide the behaviors, decisions, and actions of team members.

Values in This Book

- Respect
- Ethical behavior
- Integrity
- Interpersonal connection
- Servant leadership
- Desire to make a change
- Commitment
- Emotional intelligence
- Cooperation and sharing
- Cohesiveness and collaboration
- Trust
- Conflict management

Effective Leadership

- Effective leadership is based on three factors:
 - ✓ Heredity
 - ✓ Values
 - ✓ Competencies
- All persons are born with inherent characteristics that enable them to practice leadership at some level of proficiency. Thus, the precept that leaders are born does carry logical support.

Motivation to *Be* a Leader

- But an individual must *desire* to be in a leadership position.
- Not everyone wants to be a leader

For Class Discussion

Allowing positive values to be a primary influencer may be the most fundamental way that leaders can judge their own styles.

- ✓ How might this be achieved in today's fast-paced, complex organizations?