



SuccessCoaching

Embracing the Power of Community for Women Leaders in Healthcare

Lisa Hammett, CPQC | Author | Transformational Speaker |
<https://lisahammett.com/>



Objectives:

- Highlight the Unique Challenges Faced by Women Leaders.
- Understand the Importance of Community.
- Identify Strategies to Build and Leverage a Personal and Professional Support Network.
- Develop Actionable Steps to Inspire and Support Others.





Isolation of Leadership

Unique Challenges Faced by Women Leaders in Healthcare

- **Gender Bias and Stereotypes**
- **Work/Life Challenges**
- **Limited Representation in Top Leadership**
- **Pay and Promotion Disparities**
- **Lack of Diversity and Inclusion**

- **Microaggressions and Workplace Culture**
- **Navigating Male-Dominated Leadership Spaces**
- **Challenges in Negotiation and Advocacy**
- **Lack of Tailored Leadership Development**



Isolation of Leadership

The Impact

- **Chronic Stress and Burnout**
- **Compromised Health and Wellbeing**
- **Reduced Effectiveness**
- **Poor Self-Esteem**
- **Decreased Job Satisfaction**

Community: Essential Element to Leadership



Support and Resilience

Community helps leaders navigate unique healthcare challenges, and provides a safe space for connection, support and shared experiences.



Diverse Perspectives

Community brings together people with varied experiences and ideas.



Personal and Professional Growth

Community promotes innovation and leadership capacity.



Collaboration

Community encourages collaboration to navigate complex problems and challenges more effectively.

Who You Surround Yourself With Matters

Energy Givers



Motivators

Motivators encourage and inspire others to be their very best. They're excellent role models. These are individuals that others aspire to be like.



Mentors & Coaches

Mentors and coaches play invaluable roles in guiding, supporting, and empowering individuals to reach their full potential. They are always objective.

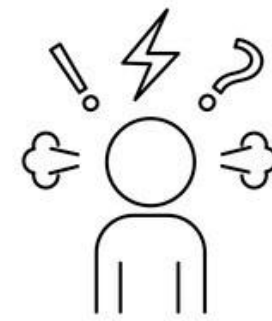


Decision Makers

Decision makers are essential to progress, responsible for charting the course of organizations, teams, and individuals.

Who You Surround Yourself With Matters

Energy Drainers



- Unsupportive individuals that care more about themselves than helping others. They have a fixed mindset and often talk negatively about other people.



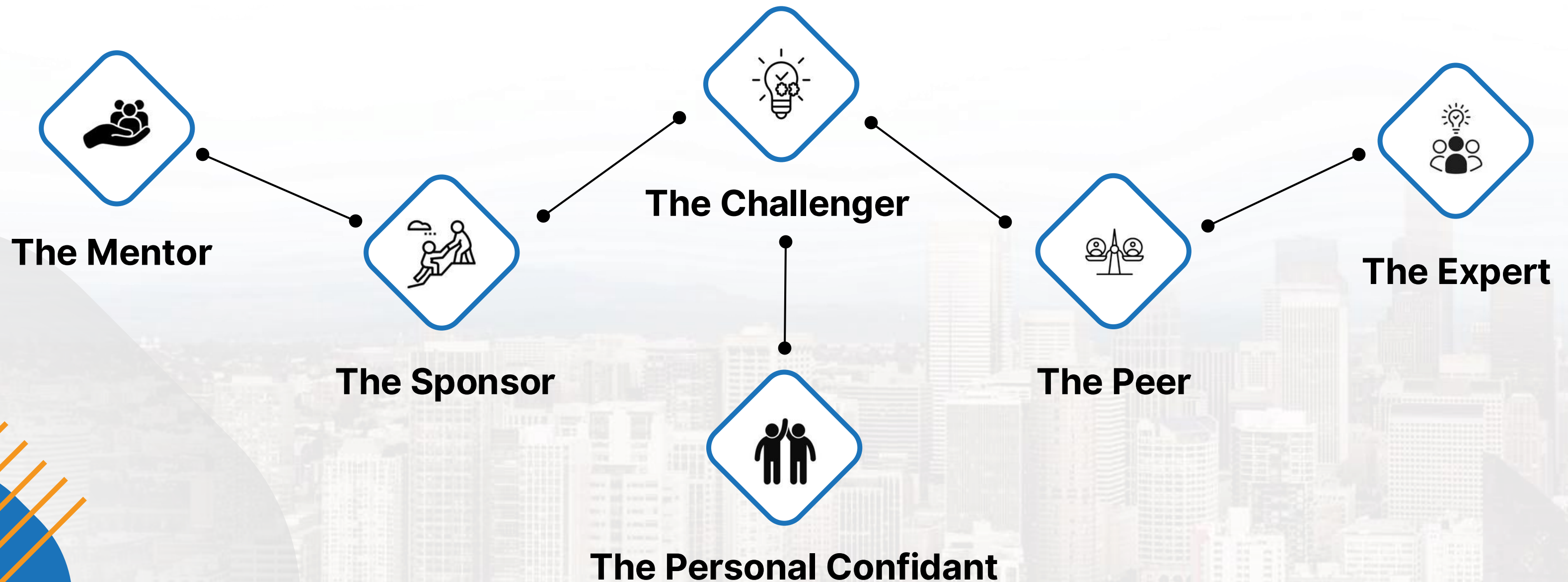
- Toxic information channels, such as the news and social media.



- Environments that drain energy and generate stress, such as toxic social gatherings.

Creating a Personal Board of Directors

A Personal Board of Directors is a group of trusted advisors, including mentors, peers, and experts, who provide guidance, support, and accountability in personal and professional life.



Identifying Role Models

- **Identify the qualities and expertise that is needed.**
- **Reflect on the individuals who embody the desired qualities.**
- **Seek out mentors, peers, and allies who are in alignment with core values.**



Creating a Personal Board of Directors

- 1. The Mentor** - Someone experienced who provides wisdom and long-term career advice.
- 2. The Sponsor** - A champion who actively advocates for growth and opens doors.
- 3. The Challenger** - A critical thinker who challenges and pushes for growth and goal achievement.
- 4. The Peer** - A colleague or friend who understands challenges and provides grounding.
- 5. The Industry Expert** - A specialist who provides updates on trends and innovations.
- 6. The Personal Confidant** - A trusted friend or family member who supports well-being.



Effectively Using a Personal Board of Directors

- **Schedule regular check-ins as needed (weekly, monthly, quarterly, semi-annually).**
- **Clearly communicate goals and challenges.**
- **Seek diverse perspectives to avoid blind spots.**
- **Show gratitude and nurture these relationships.**



Becoming a Role Model and Mentor

- **Align actions with core values to lead by example.**
- **Invest in development and growth of team members.**
- **Build trust and inclusivity by communicating openly, authentically, vulnerably and transparently.**
- **Empower and support others.**
- **Actively listen and show empathy.**





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WORKBOOK

Call to Action

Build a Personal Board of Directors

- Create a list of energy givers
- Identify potential board members
 - The Mentor
 - The Sponsor
 - The Challenger
 - The Peer
 - The Industry Expert
 - The Personal Confidant

