Leading Through a Changing Season

A practical routine reset for healthcare and HR leaders

SuccessCoaching with Lisa Hammett

1 LEADERSHIP CHECK-IN

What leadership routines are supporting your clarity, energy, and effectiveness?

What feels harder now than it did a few months ago?

2 NOTICE WHAT THE SEASON IS CHANGING

- ☐ Daylight and energy
- ☐ Year-end priorities
- ☐ Workload and deadlines
- ☐ Holiday coverage
- ☐ Staffing and schedules
- ☐ Team morale
- ☐ Sleep and recovery
- ☐ Personal responsibilities

REMEMBER A disrupted routine isn't a lack of discipline. It may mean the routine no longer fits your workload, capacity, or current circumstances.

3 ROUTINE AUDIT: KEEP, CHANGE, RELEASE

Consider planning, communication, delegation, meetings, boundaries, recovery, and team connection.

KEEP	CHANGE	RELEASE
What is working?	What needs adjustment?	What adds strain without value?

Where have you made a routine more complicated than it needs to be? What would make it easier?

4 CREATE A HABIT STACK

Attach a new leadership habit to something you already do. Example: After I close my morning huddle, I will take one minute to identify my top leadership priority.

After I... _____ **I will...** _____

Your New-Season Leadership Routine

Plan for obstacles, choose a realistic habit, and define your minimum version

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5 WHAT COULD MAKE THIS CHALLENGING?

- ☐ Excessive workload
- ☐ Staffing gaps
- ☐ Travel or events
- ☐ Lack of boundaries
- ☐ Urgent requests
- ☐ Back-to-back meetings
- ☐ Low energy
- ☐ All-or-nothing thinking

6 CREATE AN IF / THEN PLAN

Anticipating a predictable obstacle makes it easier to return to the routine instead of abandoning it.

IF _____

THEN I WILL _____

7 CHOOSE ONE LEADERSHIP ROUTINE

This season, I want to START:

I want to CONTINUE:

I want to STOP:

The routine I'm committing to is:

I will practice it when:

My minimum version is:

The obstacle I'm most likely to encounter is:

When that happens, I will:

MY NEW-SEASON COMMITMENT

The one leadership routine I will focus on first is: _____

ACCOUNTABILITY Who will I share this commitment with, and when will we check in?