EMBRACING LEADERSHIP WITHIN PHYSICAL THERAPY PRACTICE

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OBJECTIVES

By the end of the session, the participant will:
• Describe the concepts of leadership in physical therapy practice.
• Create a first-draft of a mission statement in order to help with career development.
• Examine the various leadership opportunities available within physical therapy.
• Compare multiple examples of leadership in physical therapy.
• Integrate concepts of leadership into his/her practice.

WHAT IS LEADERSHIP?

• Many diverse definitions
• Commonalities: Vision, Service, Inspire, Trust, Team

“Leadership should be the humble, authentic expression of your unique personality in pursuit of bettering whatever environment you are in.” - Katie Christy, Founder, Activate Your Talent
EFFECTIVE LEADERS

- What leader has had the most impact on your life?
- What are 3-4 qualities about that leader that stands out?

APTA AND LEADERSHIP

“Leadership is the ability to guide others without force into a direction or decision that leaves them still feeling empowered and accomplished.” – Lisa Cash Hanson, CEO, Snuggwugg

LEVELS OF LEADERSHIP

- Personal
  - Must start here. Relationship with self, knowing self
- Interpersonal
  - My relationships and interactions with others
- Managerial
  - My responsibility to get a job done with others
- Organizational
  - My need to organize people
QUALITIES OF EFFECTIVE LEADERS (LAMP 2015)

- Literature describes effective leaders as having these qualities:
  1. Self-aware and conscious of how they impact the people within their sphere of influence
  2. Vulnerable enough to have an authentic connection to others
  3. Charismatic enough to engage others
  4. Humble enough to realize that true leadership involves being of service to others
  5. Honest and trustworthy yet empathetic
  6. Good communicator
  7. Consistency
  8. Direction
  9. Flexible

SPHERE (CIRCLE) OF INFLUENCE

- Enhance your circle of influence
  - Affect change
  - Influence positivity
  - Connect with established communities
  - Make your voice heard
  - Cultivate relationships
  - Choose to lead
- Spend less time in the circle of concern
  - Worrying about things we cannot control

https://kitabletoday.com/networking/10-ways-to-increase-your-sphere-of-influence/

POSITIVE LEADERSHIP (BETH FLYN, MS FROM “POSITIVE LEADERSHIP”)

- What does that mean?
  - Remain optimistic and upbeat
  - Create and communicate a positive vision
  - Build positive relationships
  - Model the way
  - Reward positive contributions
  - Celebrate the success of the team
- Monday task
SERVANT LEADERSHIP

• Attributed to Robert Greenleaf in 1970
• Essence of leadership is the value of serving those you lead
• Characterized by strong listening skills, humble nature, empathy
• Create a positive atmosphere of both personal and professional growth while visioning the future
• Build on individuals’ strengths
• E.g. Zappos, Starbucks, The Container Store, Whole Foods

![Link to article](https://www.entrepreneur.com/article/289730)

LEADER VS LEADER

• Leader:
• leader:
• As integral members of the healthcare team, we lead everyday!
• Examples

> “Leadership is the ability to see a problem and be the solution, and a true leader has a following.” – Andrea Walker-Leidy, owner, Walker Publicity Consulting

WHAT ARE YOUR LEADERSHIP QUALITIES?

• Leadership self assessments
• Use your strong leadership qualities to create a positive culture in the workplace/classroom
• Build and capitalize on your strengths
• Make your strengths a little better
• Identify some areas to improve (up to 3)
• Create a plan to work on these areas
• Set a timeline
• Solicit feedback
• Build your network

[Link to self-assessment tool](http://people.uncw.edu/nottinghamj/documents/slides6/Northouse6e%20Ch11%20Authentic%20Survey.pdf)
STRATEGIES TO ENHANCE YOUR LEADERSHIP

• What is your self talk?
  • About yourself?
  • About others?
  • Look at your word choices
• Be positive and assertive in your communication
• Strive for excellence with every encounter
• Maintain your integrity (Don't compromise your principles)
• Enhance your EI
• Revisit your mission and set annual goals
• Celebrate the victories of others

STRATEGIES TO ENHANCE YOUR LEADERSHIP
 DEVELOPMENT

• Stay informed
• Get involved: Find your passion and try different things
  • OPAA: Committees, chairs, and contact info is online. Reach out! Let me know if I can help you get involved!
  • Volunteer for a task force: Form on APTA website to be considered
  • Membership: Works out to $19.39/month year 1
  • LAMP
  • Look for and develop opportunities at work, kids’ school, church, civic organization
• Find mentors from different facets of your life
• Mentor those coming behind you
• Encourage others to get/stay involved
• The power of one

ROLES OF A MENTOR (LEVINSON, 1978)

• Teacher – enhances person’s skill, intellect
• Sponsor – uses his/her influence for the benefit of the protege
• Host and guide – professional socialization for values, resources, contacts, customs
• Exemplar – role model
• Counselor – moral support
"Leadership is the ability to help people achieve things they don't think are possible. Leaders are coaches with a passion for developing people, not players; they get satisfaction from achieving objectives through others. Leaders inspire people through a shared vision and create an environment where people feel valued and fulfilled." – Randy Stocklin, co-founder and CEO, Readers.com

YOUR PERSONAL MISSION STATEMENT

• Focuses on what you want to be and on the values and principles you hold most dear (Covey)
• Should stand the test of time and be your compass
• “We detect rather than invent our mission in life” Frankl

BEING A LEADER IN PHYSICAL THERAPY

• Clinical Leader
  • Expertise in a particular area (geri, ortho, peds)
  • Clinical expertise (manual therapy, vestibular)
  • Program development (runner's clinic, fall prevention, injury prevention)
  • Consistent positive outcomes/patient satisfaction
  • Lead a group (journal club, ortho case studies)
  • Identify a community need and develop way to address it
BEING A LEADER IN PT

• Mentoring
  • Mentor new employees
  • Be a CI
  • Connect with new students/new grads/new therapists to the area

“When you get where you’re going, don’t forget turn back around. Help the next one in line. Always stay humble and kind.” Tim McGraw

BEING A LEADER IN PT

• Professional Service
  • OPTA:
    • Start at the district level
    • Committees – find your passion!
    • SIGs
    • State committee chairs
    • Elected positions
  • APTA:
    • Sections
    • SIGs
    • Volunteer pool
    • Committees
    • Elected positions

BEING A LEADER IN PT

• Corporate Leadership
  • Leadership/management track
  • Develop your leadership skills
  • Understand the business practices
  • See the big picture of PT role in healthcare
  • Develop relationships with other healthcare professionals
  • Own your practice!

“Leadership is being bold enough to have vision and humble enough to recognize achieving it will take the efforts of many people.” Kathy Heasley, founder and president, Heasley & Partners
BEING A LEADER IN PT

- Legislative/policy leadership
- Advocacy for our patients, our profession
- All about relationships
- There are no PT legislators in Ohio or in Congress!
- What if....

PANELISTS

- Meredith Banhos, PT, DPT, NCS
  - Neurology residency coordinator, The Ohio State University
- Christine Schulte, PT, MBA
  - Director of Rehabilitation and Sports Therapy, Cleveland Clinic
- Tim Rethorn, SPT
  - 2nd year student, OSU DPT program