



# Want To Be A Successful Leader? *'Learn How to Handle Hard Better'*

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# SESSION DESCRIPTION & LEARNING OBEJECTIVES

This session aims to help PA & APRN leaders understand how to advocate for a formal leadership role and how it contributes to their own leadership success. Dr. Orozco-Kolb will share her own leadership journey from clinical practicing PA to C-Suite, challenges along the way, and how developing her own resiliency took a lot of intentional work and effort. Dr. Orozco-Kolb will share strategies for being an effective leader in challenging circumstances, and will provide participants with the opportunity for questions and discussion.



## **Resiliency in Leadership**

Explain why resiliency is an important leadership characteristic in healthcare settings.



## **Leadership Strategies**

Outline useful leadership strategies to utilize under challenging circumstances, or in difficult times



## **Incorporate into Leadership Style**

Describe how a leader can work to actively develop resiliency and incorporate it into their leadership style.



# RESILIENCE

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“Resilience is the ability to **bounce back** from setbacks, **adapt** well to change, and **keep going** in the face of adversity.”

AMERICAN PSYCHOLOGICAL ASSOCIATION

# CHARACTERISTICS OF RESILIENT LEADERSHIP

**REALISTIC**

**OPTIMISTIC**

**VISIONARY**

**EMOTIONALLY INTELLIGENT**

**POSSESSES SELF-CONTROL**

**FLEXIBLE**

**ADAPTIVE**

**CONFIDENT**

**VULNERABLE**

**HUMBLE**

**SUPPORTIVE**

# IMPORTANCE OF HEALTHCARE LEADERSHIP

- 1.PROMOTES PATIENT-CENTERED CARE
- 2.IMPROVES HEALTHCARE OUTCOMES
- 3.DRIVES INNOVATION AND ADAPTATION
- 4.BUILDS HIGH-PERFORMING TEAMS
- 5.DRIVES QUALITY AND SAFETY  
IMPROVEMENT INITIATIVES
- 6.DEVELOPS FUTURE HEALTHCARE LEADERS

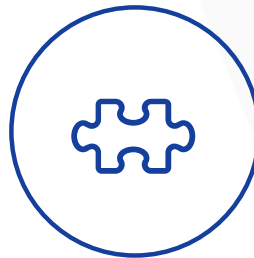




# **INFLECTION POINTS ON A LEADERSHIP JOURNEY**

# SPURRED TO LEAD

## INFLECTION POINT



### Being Told "NO"

The catalyst for stepping into leadership and challenging the status quo

## LESSON LEARNED



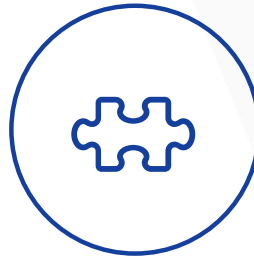
### Trust Your Intuition

When something feels off or clashes with your values, that inner tug can be your call to step up and lead. Recognizing this pull can ignite an impactful leadership journey.



# FORK IN THE ROAD

## INFLECTION POINT



### **Confronting the Choice Between Clinician vs. Faculty**

It is natural to struggle with the decision, often feeling pulled toward your natural strengths.

## LESSON LEARNED



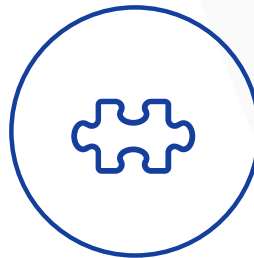
### **Different Paths Lead to Unexpected Growth & Opportunities**

Embracing change and navigating new directions foster resilience and personal development, ultimately making you a stronger leader.



# IMPOSTER SYNDROME

## INFLECTION POINT



### **Lots of Plans, But Feeling Crippled by Limited Knowledge**

Feeling paralyzed by a perceived lack of knowledge is natural when leading in a new space.

## LESSON LEARNED

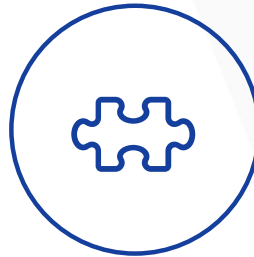


### **Recognize and Embrace Your Worth**

Transforming self-doubt into self-confidence. Through this experience you begin believe that "I can lead" and you are able to lead with more authenticity.

# COMPETING DEMANDS

## INFLECTION POINT



### **Balancing Clinical Work & Leadership Responsibilities**

Being asked to take on leadership responsibilities while still managing a full clinical workload—without additional time or compensation—creates a natural tension. The pull between patient care and advocating for leadership can feel overwhelming and unsustainable.

## LESSON LEARNED



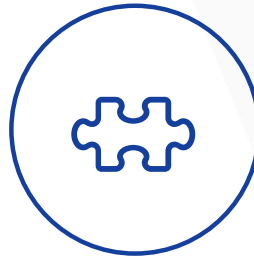
### **Embracing Your “Entrepreneurial Spirit”**

Finding creative ways to drive change within constraints teaches that leadership isn’t just about taking on more work, but about thinking strategically, building new systems, and carving out the path forward where none existed before.



# UNCHARTED WATERS

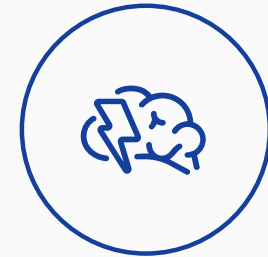
## INFLECTION POINT



### **Creating a System of Advanced Practice**

Resilient leadership requires developing new systems or tackling tasks often never attempted before, it is natural when confronted with these new challenges for these circumstances to evoke feelings of fear or overwhelm.

## LESSON LEARNED

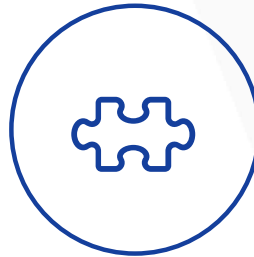


### **Master the Process of Moving Things Forward**

Learn and embrace the value of strategic alliances. There is strength in numbers and various perspectives working toward a shared goal.

# POWER VS. INFLUENCE

## INFLECTION POINT



### **Passed Over for a Promotion to Vice President of Advanced Practice**

It is natural to feel dejected during moments of adversity. Common misconception that title matches influence.

## LESSON LEARNED

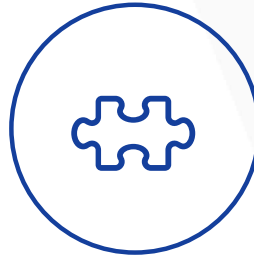


### **Rejection Provides a Powerful Moment for Self-Reflection & Discovery**

It's through these challenges that leaders learn the importance of continuous self-improvement to become better and more effective.

# LEADING THROUGH CRISIS

## INFLECTION POINT



### **Leading During the COVID-19 Response**

COVID-19 demanded swift adaptation and resilience from healthcare leaders. This experience required an ability to make swift decision that transformed crisis into coordinated efforts to ensure patient safety.

## LESSON LEARNED

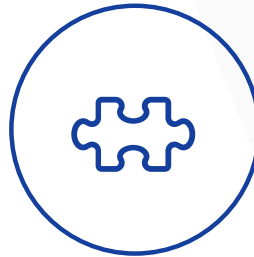


### **In Moments of Crisis Get Up & Keep Moving Forward**

Resilience is crucial in these moments because it inspires and motivates your team to persevere in hard times.

# INOPPORTUNE TIMING

## INFLECTION POINT



### **Unexpectedly Becoming AAPA President**

As leaders it is natural to want to chart out our path to leadership, but often times things do not follow our timeline

## LESSON LEARNED



### **Opportunities Present Themselves & You Take Them**

By seizing opportunities as they come, you will refine your ability to lead through adversity and turn obstacles into opportunities for growth

# WHAT BEHAVIORS INHIBIT LEADERS FROM BEING RESILIENT?





# STRATEGIES FOR RESILIENT LEADERS

## IMPORTANCE OF SELF-REFLECTION

Engage in regular self-assessment to understand your thought patterns and natural reactions. This self-awareness enables you to manage your responses during challenging situations.

## THE ART OF RELATIONSHIP BUILDING

Cultivate a strong network of mentors, colleagues, and team members. Invest time in building trust, fostering collaboration, and creating a supportive environment.

## IDENTIFYING YOUR GOALS & SPHERE OF INFLUENCE

Clearly define your leadership goals and understand the scope of your influence. This helps you prioritize your efforts and effectively navigate organizational dynamics.

## KNOWING YOUR STRENGTHS & WEAKNESSES

Acknowledge your capabilities and areas for growth. Leverage your strengths and actively work on developing your weaker areas to become a more well-rounded leader.

## BELIEVING IN AND EMPOWERING OTHERS

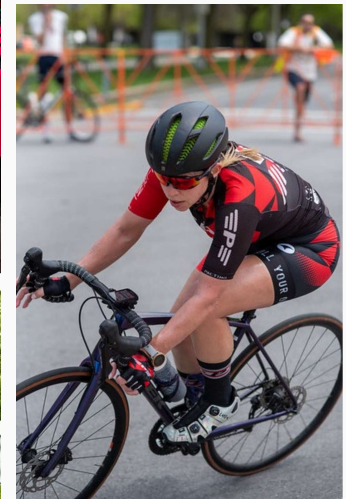
Foster a culture of trust. Empower your team members, encourage their ideas, and celebrate their successes to build resilience throughout the team/organization.

## MAKE BEING BOLD PART OF YOUR LEADERSHIP STYLE

Embrace a growth mindset and a willingness to innovate. Encourage calculated risk-taking and view failures as opportunities for learning and improvement.

# #1 STRATEGY FOR RESILIENT LEADERS: PRIORITIZE SELF-CARE

To prevent burnout,  
recharge, and renew energy  
to be a better leader.



# THE FUTURE OF HEALTHCARE LEADERSHIP



DIGITAL  
TRANSFORMATION



HEALTH EQUITY AND  
DIVERSITY



DATA ANALYTICS AND  
PREDICTIVE MODELING



INTERDISCIPLINARY  
COLLABORATION



WORKFORCE  
DEVELOPMENT AND  
WELL-BEING



CRISIS MANAGEMENT



PATIENT ENGAGEMENT  
AND EMPOWERMENT



VALUE-BASED CARE



GLOBAL HEALTH  
INITIATIVES



POPULATION HEALTH  
MANAGEMENT

A key to resilient leadership in healthcare is to embrace emerging trends in order to drive positive change, improve patient outcomes, and shape the future of healthcare delivery.



American Academy of PAs

# THANK YOU!

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