

Making your voice heard

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Cultivate and Nurture Your Dialysis Career



About me

- 20 years experience in nephrology
- Patient Care Technician to Chief Nursing Officer
- Currently Chief Nursing Officer for large Home Health Care provider

When I'm not at work



Making your voice heard...

Leading through influence



Definition of influence

Influence ['inflʊəns]

NOUN - the capacity to have an effect on the character, development, or behavior of someone or something, or the effect itself.

Leadership is not about titles, positions or flow charts. It is about one life influencing another.

John Maxwell

Influence is like a marathon

Lots of prep for the big race (or big influence!)



Let's start with the emotional bank account



Establish credibility

- Honesty
- Clarity
- Competency
- Accomplishments



Involve others

- There's not much we can accomplish alone
- Ask questions
- Demonstrate empathetic and active listening
- Identify mutual goals



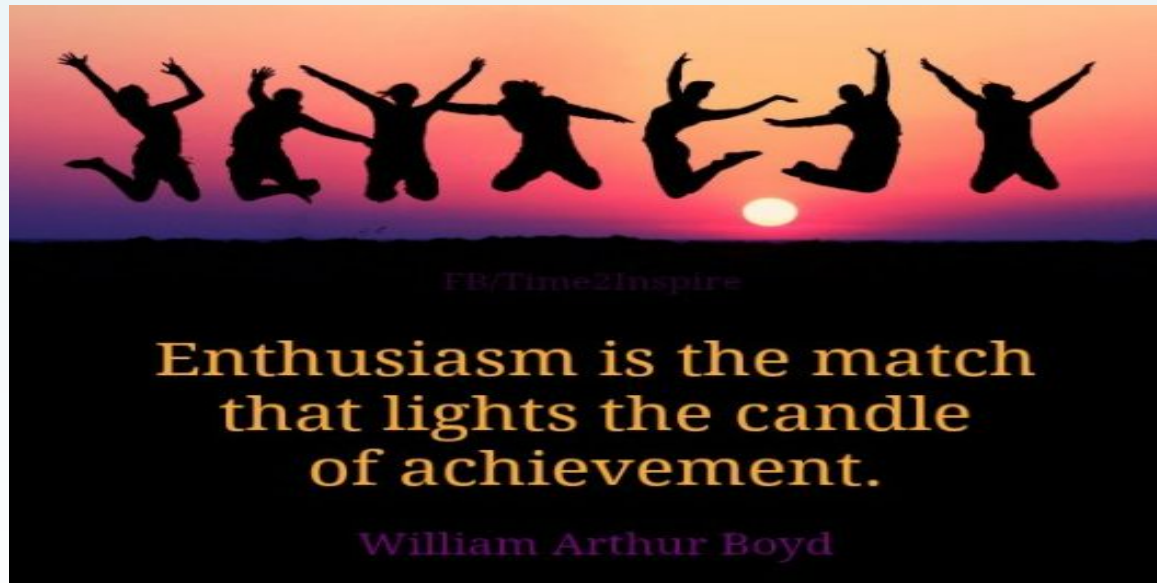
Walk the walk

- Be clear
- Be consistent
- Be accountable



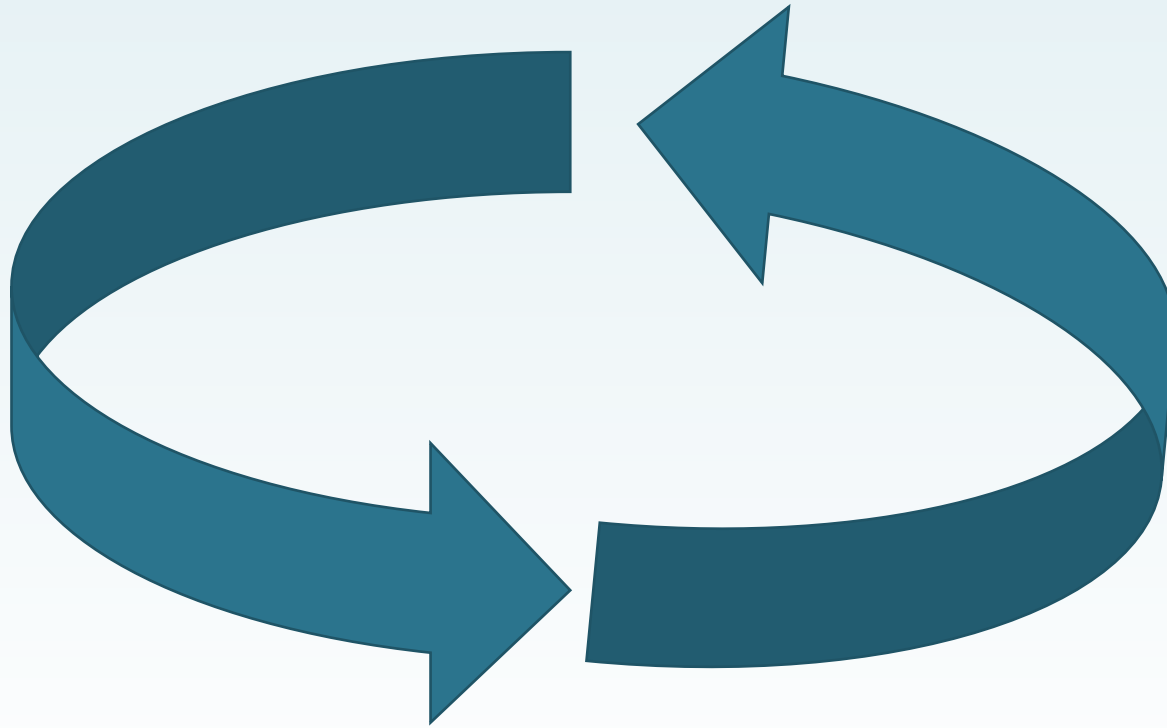
Demonstrate infectious enthusiasm

- Be genuine
- Share your passion
- Generate excitement regarding mutual goals



Reciprocal influence

Don't allow your influence to be a one-hit wonder!



Now that your influence has results...

- Celebrate wins
- Promote continuous improvement
- Maintain and build new relationships

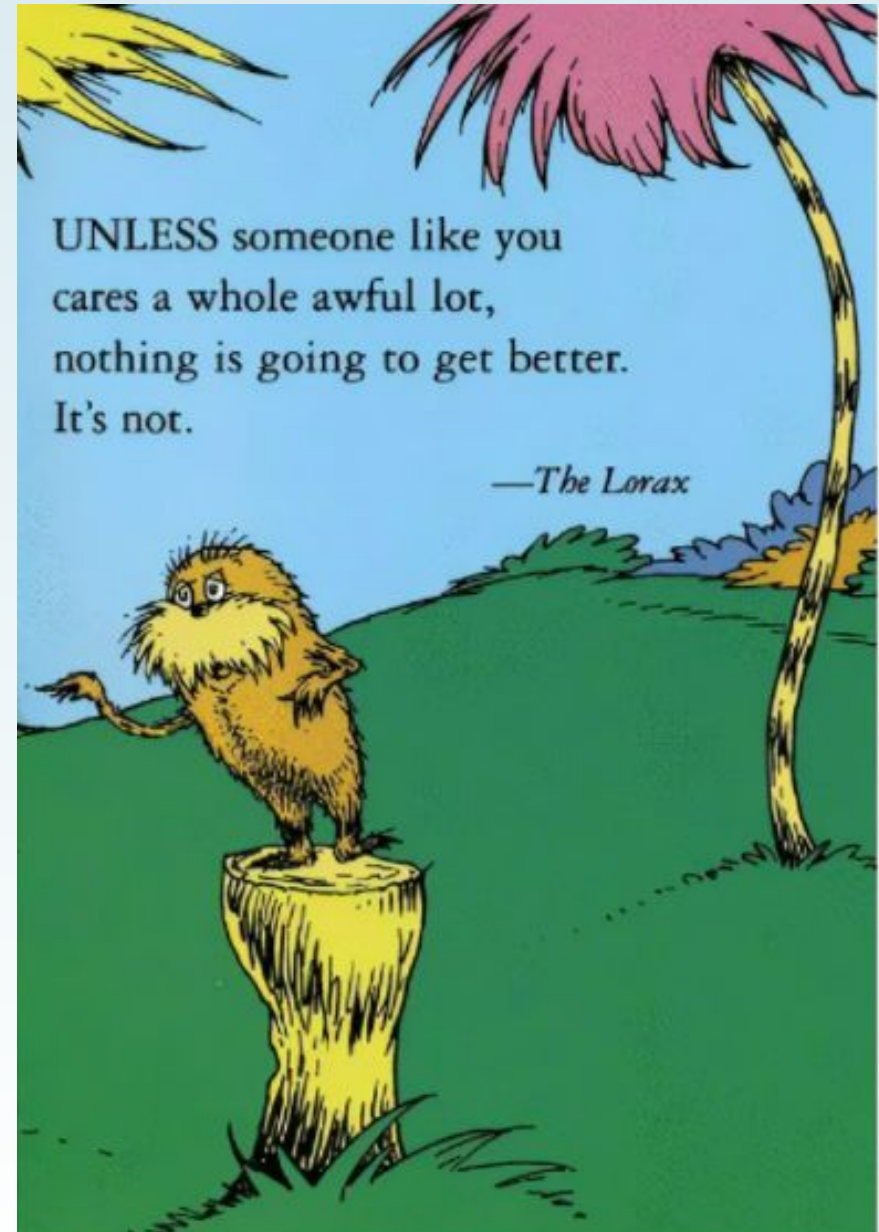


And most importantly



Parting advice

- You save lives everyday, you're a real-life hero!
- Have confidence in yourself
- Constantly seek improvement
- Never underestimate your impact



A rectangular, light brown paper tag with a hole on the left side, tied with a black string. The tag is placed on a textured, light brown surface. Three white daisies with yellow centers are scattered around the tag: one in the foreground to the right, and two in the background, one to the left and one to the right. The background is softly blurred.

Thank
you!