7 Habits of Highly Effective DNPs

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Exceptional Leaders Operate from the Inside Out

Habit 1: Operate from the Inside Out
Habit 1: Operate from the Inside Out

Exceptional leaders operate from the inside out
People who believe what you believe will follow you

Golden Circle

What’s smarter, your Brain or your Gut?
Law of Diffusion of Innovations

Inspired Leaders operate from the inside out
People who believe what you believe will follow you

- 15-18% tips the balance
- Early Majority 34%
- Late Majority 34%
- Innovators 2.5%
- Early Adopters 13.5%
- Laggards 16%

Law of Diffusion of Innovations

Where are we with transition of MSNs to DNPs?
Where are we with the role of DNPs?

15-18% tips the balance

2.5% Innovators 13.5% Early Adopters 34% Early Majority 34% Late Majority 34% Laggards 16%

Exceptional Leaders Lead by Example

Habit 2: Look before you Lead
Lead by Example
Vision Leads the Leader

Vision starts inside

You MUST know your passion

Q. What is your Passion?

A. Something you love so much, you’d do it for free.
Q. What is the passion of an Exceptional Leader?

A. *Something done so well, that people will pay you to do it.*
From where does Vision come?

Experience and history

• Key events drive vision: mistakes teach more than successes!
• Learn from your mistakes (hard for some leaders)

Leaders are forward thinkers

Force yourself to take time for reflective thinking
From where does vision come?

**Vision comes from Hearing**

**Voices**

- Inner voice (passion)
- Unhappy voice (status quo is not OK)
- Successful voice
- Higher voice

What will it take to get there?

- Followers think ONE step at a time
- Leaders think MANY steps at a time

Don’t forget to communicate the vision (goal)!

Exceptional Leaders are Courageous and Decisive

Habit 3: Change takes Courage and a Plan
Willingness to change is an essential ingredient to success with anything
So, once you have the courage to change,
What is your plan?
What do you need to accomplish this plan?

Is it more information?
What do you need to accomplish this plan?

Is it a different employee or team?
What needs to change so that your plan can be accomplished?

Is it a different job?
A good plan has 4 components

1. Specific and measurable
2. Must have a time limit
3. You must own it
4. Put it in writing!!!

Are your goals as clear as your patient’s goals?

Goal must be concrete!

It’s not a hope
It’s not a wish
It’s not a dream

Habit 3: Remember that change takes **Courage and a Plan**

...and if you want to accomplish it, WRITE IT DOWN!
Exceptional Leaders Embrace Technology

Habit 4: Embrace Technology
When information moves digitally...
Technology can save time!

- Typewriter vs. Computer
- Flip phone vs. smart phone
- Texting vs emailing vs calling

There can be enormous increase in productivity and efficiency

Watch out for the Learning Curve!!!
How are you doing with EHR?

• Meaningful use?
• Electronic prescriptions?
• Electronic lab/rad orders?
• Documenting with voice recognition software?
Social Networking Sites

- Facebook
- Twitter
- Linked In
- Pinterest
- Instagram

On, and on, and on, and on
Professional Responsibility

• Facebook
• Twitter
• LinkedIn
• Pinterest
• Instagram
Exceptional Leaders are able to Build Trust

Habit 5: Build Trust
Gallop 2012: Most trusted Professionals

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Habit 5: Build Trust

3 qualities a Leader MUST possess to build trust:

- Competence
- Connection
- Character

Habit 5: Build Trust

Amelie’s 4th component to build trust: Consistency

Competence
Connection
Character
Competence

• People will forgive a mistake
• Make sure you “fess up”
• Remember to forgive yourself
Connection

“They will never care how much you know---until they know how much you care.” Pat Summitt
Character

- Merriam-Webster Dictionary:
  “the complex of mental and ethical traits marking and often individualizing an individual, group, or nation”

- Integrity, loyalty, dependability, fortitude, trustworthiness, fairness, ethical, accountable
Character

• Character is the foundation of trust
• Character builds trust
• Without character, there can never be trust
• Without trust, you cannot lead

Exceptional Leaders are able to Build Momentum

**Habit 6:**
Get Momentum on Your Side
Habit 6: Get Momentum on your side

\[ M = \frac{F \cdot i}{t} \]

F = focus
i = intensity
t = time
M = momentum

Too Many Priorities Paralyze you!
Habit 6: Get Momentum on your side

\[ M = \frac{F_i}{t} \]

Intensity

F = focus
i = intensity
t = time
M = momentum
The real determinant of Momentum is Time

\[ M = \frac{F_i}{t} \]

F=focus
i=intensity
t=time
M=momentum

Sustainability
Exceptional Leaders are Generous

Habit 7:
Be Generous
Habit 7: Be Generous

• Be generous at home and at work
• Be generous with your time
• Share your talents
• Help develop new leaders
7 Habits of Exceptional Leaders

1. Operate from the Inside Out
2. Look before you Lead
3. Change takes courage plus a Plan
4. Embrace Technology
5. Build Trust
6. Get momentum on your Side
7. Be Generous
Thank you!

For questions or to contact me:
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