

MOTIVATION, MANAGEMENT AND LEADERSHIP

Nine Leadership workshops
Auckland, Hamilton, Christchurch and Wellington 7th
to the 16th of September 2015

New Zealand National Nurses Organisation Annual
Conference

Dr Peter Carter OBE
Wellington 16th September 2015

MANAGERS vs. LEADERS

Leaders master the context of their mission,
Managers surrender to it:

MANAGERS

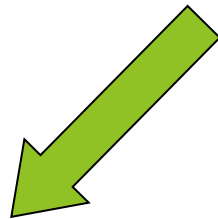
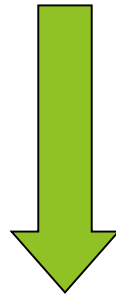
- ▶ *Doing things right*
- ▶ Administer, imitate, maintain
- ▶ Focus on structure
- ▶ Rely on control
- ▶ Have short range view
- ▶ Accept the status quo
- ▶ Are classic good soldiers

LEADERS

- Doing the right things*
- Innovate, originate, develop
- Focus of people
- Inspire Trust
- Have long range perspective
- Challenge the status quo
- Ask what and why

EMPOWERMENT

POWER



Power over...

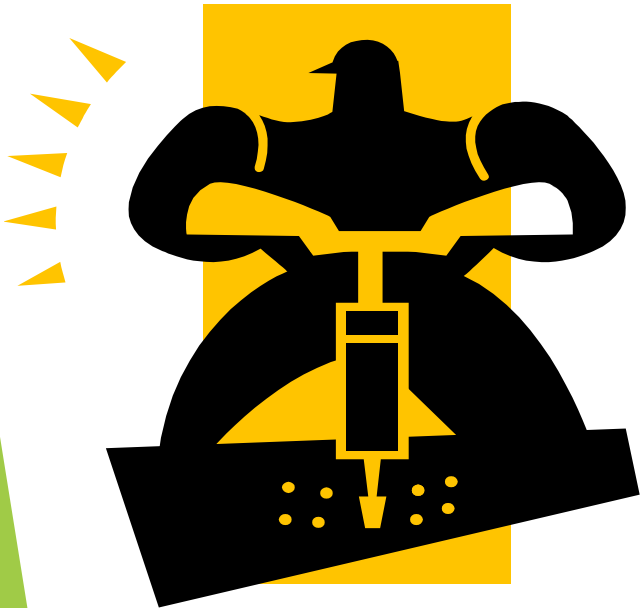
(command and control)

Power to...

(liberate and empower)

Carter Consulting; carterp118@hotmail.com

POWER OVER = HIERARCHY



CHARACTERISTICS

- strength
- Control
- authority
- acceptance of authority
- competitiveness

POWER TO

Power skills

- Trust
- Caring
- Concern
- Knowledge of content and process
- Communications
- Group skills
- Respect



Leaders need to

- Communicate - *More listening and understanding, less talking*
- Visible management - *Walk the Patch, Be a Role Model,*
- Develop a vision and establish direction
- Facilitate risk taking - *build trust and confidence*
- Delegate - *Not abdicate*
- Pay attention - *to the detail, learn to work the problem*
- Network and political awareness - *Locally, Regionally, Nationally, Internationally*
- *Carter Consulting; carterp118@hotmail.com*



Tony Hayward
Former CEO of BP



Ronald Reagan
Former President of the USA

MOTIVATION AND MORALE

Organisations

- Micro-climates

Style

- One size does not fit all
- Know your people

Deal with issues

- Case studies (Micro/Macro)
- Credibility



SUMMARY

- CLARITY OF CORPORATE OBJECTIVES
- VISIBILITY-WALK THE JOB
- LEARN TO WORK THE PROBLEM
- IMPARTIALITY
- EQUITY
- KNOW YOUR STAFF
- KNOW THEIR AGENDA
- DO NOT BE AFRAID TO ADMIT WHEN YOU ARE WRONG
- TAKE RISKS

Carter Consulting; carterp118@hotmail.com

***“Value people
because
valued people
make effective
teams”***

