

MNCHA November 2022 Conference

Topic: New Waves of Leadership

Cultural Leadership Awareness: What is this “new” WAVE of Leadership? As leaders “We Achieve, are Versatile, Encouraged, and Successful.” “WE” represents unity, togetherness, and innovation. We Strive to “ACHIEVE” beyond the day-to-day operations of business. “VERSATILITY” brings out our creativity and flexibility that represents great leadership skills. “ENCOURAGE” yourself to be greater, to be better, and to grow your leadership skills. Also encourage those around you: your co-workers, your subordinates, and your teams. Celebrate your “SUCCESS” as a leader because it is hard work and requires additional strength and perseverance. As leaders, we must also be diverse in thought and deliberate in practice. As leaders, we must push the boundaries to new heights. As leaders, we must also be resilient... To navigate uncharted territory, you will need some tools to ensure progress along the way.

We will explore ways to:

- **WIDEN** your lense - See what you don't know
- **APPRECIATE** others - We can't go it alone. Engage and involve = inclusion
- **VALUE** your Leadership skills- “When you know better, you do better.” Lead like a rock star.
- **ENGAGE** in “healthy” dialogue - Get comfortable being uncomfortable and embrace difficult conversations.
- **SUSTAINABILITY** practices to improve progress - Two factors to explore: Social responsibility and external relationships.

Topic: Diversity & Inclusion: A Learning Curve in the Process of Positive Change

Diversity measures our ability to share differences, build relationships, and be creative thinkers. Inclusion measures our ability to embrace these differences through participation. Individual culture contributes to the diversification of an organization by influencing policy and decisions. Implicit bias limits our ability to be successful in diversity and inclusion efforts without even knowing it. Understanding the dynamics of diversity and inclusion will help shape our ability to inform and influence organizational culture. While training and mentorship expedite professional development, engaging diverse ideas, perspectives, and insight leads to improved customer experience, faster innovation, and greater retention rates.

At the conclusion of this session, participants will be able to:

- Identify organizational norms that limit cultural inclusiveness
- List active approaches to defer anger and anxiety
- Describe effective strategies for managing difficult conversations
- Explain how communication can reduce conflict.
- Practice positive change, emotions, compassion, and acceptance.