

Authenticity in Action: Value Driven Leadership

Embrace | Aspire | Deliver

Michelle Tennant

Primary Care Regional Director

Advanced Care Primary Care Director



Who Am I?

Change can disrupt leadership stability,
and the critical role authenticity plays



Reflection

Core Values Reflection

Identify and contemplate personal core values to understand what drives your decisions and actions.

Authentic Leadership Moments

Recall specific instances when you acted authentically to strengthen self-awareness and your leadership foundation.

When we know
who we are, we
show up
authentically and
consistently.



Fostering Safe Cultures Where Change Is Normalized and Guided by Values

Safe environments encourage open management of change, helping teams feel secure and thrive in dynamic situations.



Embrace Change

It's not going anywhere



Aspire: Growth For You & Your Team

Help them see all the
possibilities.



Engaging Teams in Innovation for Improved Outcomes and Shared Success

Authentic Leadership

Authentic leaders encourage active team participation to foster creativity and trust within the group.

Collaborative Problem-Solving

Engaging teams in problem-solving boosts innovation and leads to improved outcomes.

Shared Ownership and Success

Collaboration fosters shared ownership, enhancing motivation and collective achievement.



Compassion and Innovation

Transforming Patient Care



Deliver: Translating Authenticity & Vision Into Action

Maintaining clarity and connection





Be the Polaroid

Pause → Observe → Act :

Mindful Pausing

Leaders pause mindfully to fully assess the situation before making decisions.

Observing Team Dynamics

Careful observation of team interactions reveals essential insights for effective leadership.

Intentional Actions

Acting with clear intention ensures alignment with values and desired outcomes.

Sustaining Authenticity: Peer Support & Reflection

You cannot do it alone.



Stop, Start, Continue Exercise



Identify Behaviors to Stop

Recognize habits that hinder adaptability and negatively affect team dynamics. Stopping these behaviors improves leadership effectiveness.



Start New Leadership Actions

Adopt actions that support effective leadership and foster team growth and motivation. New behaviors enhance leadership impact.



Continue Core Practices

Continue practices that uphold values and reinforce positive team culture. Consistency strengthens leadership credibility.

Building Resilience and Trust Through Consistent Authentic Actions

Authentic Behavior

Consistent authentic behavior fosters genuine connections and strengthens trust within teams and communities.

Building Resilience

Resilience grows as consistent actions create a dependable foundation to face future challenges confidently.

Trust Over Time

Sustained authentic actions over time develop lasting trust critical for effective leadership and collaboration.



Authenticity in Action: Value Driven Leadership

Authentic leadership empowers teams to navigate change with confidence , and builds a culture of resilient, high-performers who embrace change.

