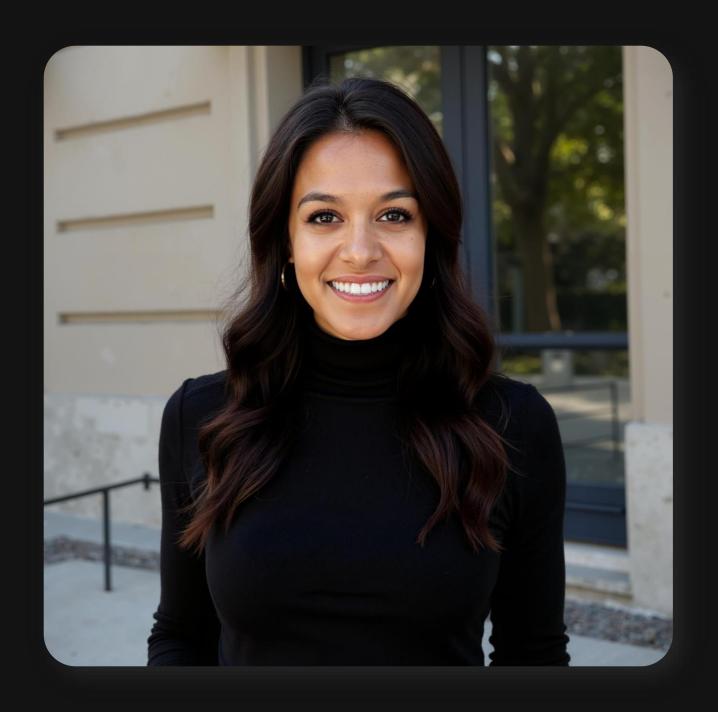
## Authenticity in Action: Value Driven Leadership

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**

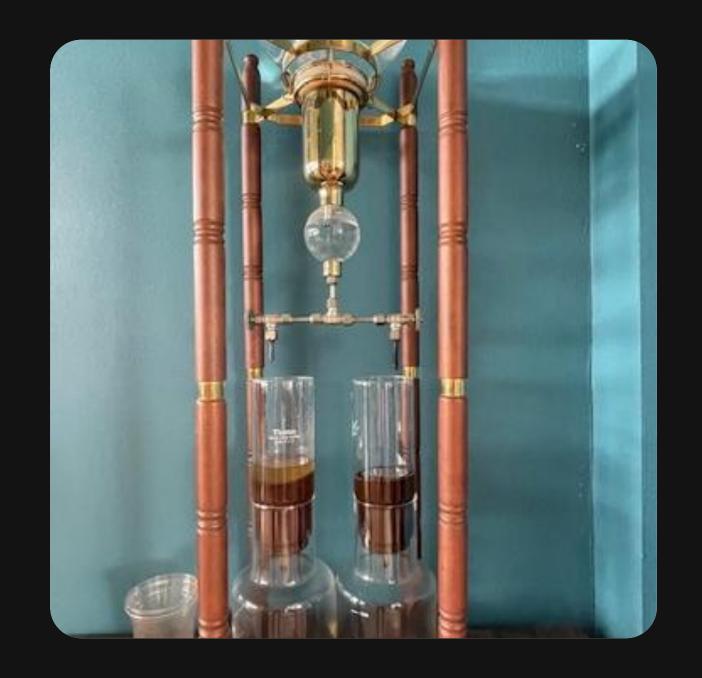
Authentic leaders encourage active team participation to foster creativity and trust within the group.

#### **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**

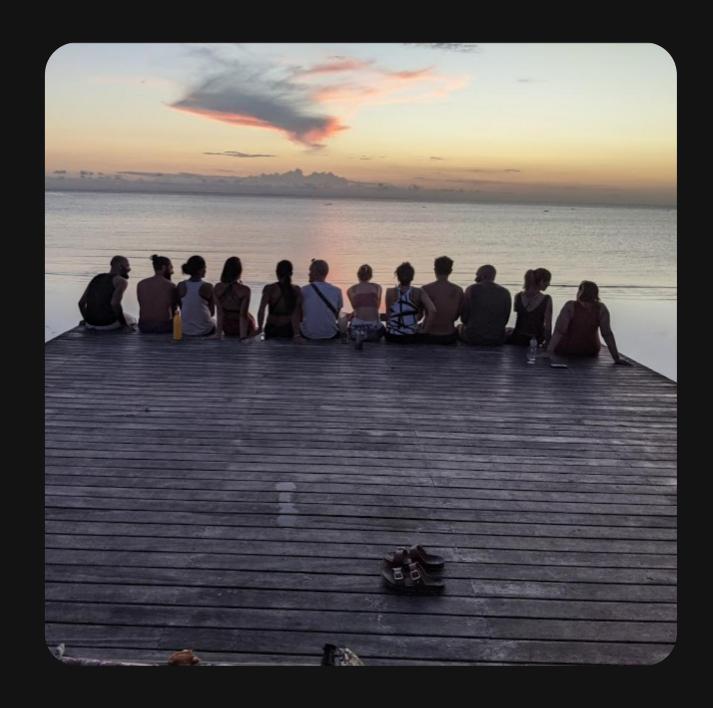
Careful observation of team interactions reveals essential insights for effective leadership.

#### **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**

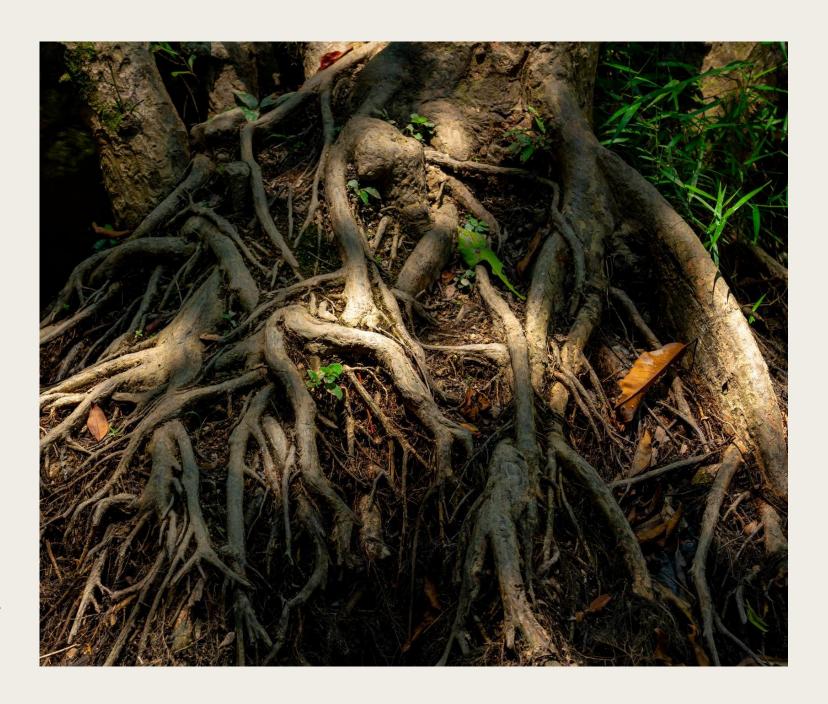
Consistent authentic behavior fosters genuine connections and strengthens trust within teams and communities.

#### **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.

