OBJECTIVES

- To apply the concept of the phoenix leader to personal experience
- To become aware of the spectrum of thinking
- To apply the elements of innovation
- To understand the concept of organic leadership and the contribution to innovative thinking
From Greek mythology the Phoenix is the story of a **mythical bird** that lives for centuries and ends its life by bursting into flame followed by rising anew from its ashes to live a life renewed.
WHAT IS A PHOENIX LEADER

Like the mythical bird, a phoenix leader is one that can read the landscape, evaluate their own successes or failures and rise from the challenges around them to renew their leadership approach to achieve success.  

Gokenbach DM, RN (2014)
ATTRIBUTES OF THE PHOENIX LEADER

- Fearless
- Emotionally Intelligent
- Can manage their ego
- Relentless in their approach to problems
- Change agents
- Politically savvy
- Strong role models
- Consistent
- Tireless
- Assertive
- Honest
- Willing to make tough decisions
- Know their business
- Positive
- Innovative
WHAT IS INNOVATION?

- Innovation is a defined process
- Finding something new and different
- Designed to find a solution
- Thinking outside of the box
- Moving past competitors
- Changing practice
- Improving quality in new ways

Avoid changing for changing’s sake
ELEMENTS OF INNOVATION

- Freedom to experiment (give permission)
- Ideas (FFE-fuzzy front end/ideation)
- Criteria (set by leadership)
- Pilots
- Launch
- Evaluation
- Fun
SPECTRUM OF THINKING

Sources for New Ideas

- IRRELEVANCE/ABSURDITY
- ANALOGY/METAPHOR
- WISHING
- DIVERSITY
- RATIONAL THINKING
UNLEASH YOUR CREATIVITY

TIME FOR SOME FUN!!!
Incremental----------Radical
- P.I. quality-------------Increased resources
- ----------------------Increased products
NECESSARY TEAM BEHAVIORS

- Culture
- Creative time
- Honest feedback
- Risk tolerance
- Team behaviors

- Process
- Transparent criteria
- Consistent decisions
- Access to resources
Encourage questions
- What if?
- What about?
- What is possible?
- How about this?
LEADERSHIP RESPONSIBILITIES

- Relinquish control
- Allow experimentation
- Observe the magic
- Coach and support
- Provide suggestions
- Network different industries
- Provide honest feedback
Leadership Paradox to Be Aware Of

- Provide expertise, evaluate and generate ideas
- Foster team cohesion but encourage autonomy, restrict resources and time
- Protect team, champion ideas but balance work
- Encourage motivation and passion but ensure linkage to strategy
- Be open but protect intellectual property
QUESTIONS??????