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GROUNDED, GRATEFUL & GROWING: BUILDING ACCOUNTABILITY AND DEVELOPING THE NEXT GENERATIONS OF NURSING LEADERS

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Connecting the Heart of Kentucky

FACULTY DISCLOSURE

- I have no relevant financial relationships with ineligible companies to disclose.

OBJECTIVES

- **By the end of this session, participants will be able to:**
  - Differentiate between rescuing behaviors and accountability-focused leadership practices that promote ownership, engagement, and professional growth among nursing staff.
  - Apply practical coaching and mentorship strategies to develop emerging nurse leaders and strengthen succession planning within their organizations.
  - Identify leadership behaviors that foster a culture of accountability, psychological safety, and high reliability while maintaining compassion and team engagement.
  - Implement at least three actionable techniques to build resilience, gratitude, and professional growth within nursing teams during periods of change and workforce challenges.
  - Develop a framework for leading change with limited resources by leveraging influence, relationships, and frontline leadership development.

EXPECTED OUTCOME & EDUCATIONAL NEED/ PRACTICE GAP

- Participants will identify and apply at least three leadership practices that promote ownership, strengthen coaching and succession development, and build resilient, accountable nursing teams.
- At the conclusion of the session, at least 80% of participants will identify three leadership strategies they intend to implement within the next 30 days to strengthen accountability, develop emerging leaders, and support resilient, high-reliability nursing teams.

THE HEART ♥ OF KENTUCKY IS A LEADERSHIP NETWORK

Cardiovascular care advances when local expertise, shared purpose, and reliable leadership connect.



Our Shared Challenge

1. People
Develop leaders before vacancies force action.

2. Practice
Foster ownership rather than dependence.

3. Reliability
Make speaking up and follow-through routine.

4. Partnership
Use relationships to extend shared resources.

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TODAY'S LEADERSHIP PROMISE

Five outcomes, one integrated leadership practice.

Grounded • Grateful • Growing

01

Shift

Rescuing → ownership

02

Coach

Questions → capability

03

Build

Safety + accountability

04

Sustain

Resilience + gratitude

05

Influence

Relationships → change

Listen for the one practice your team needs most right now.

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THE RESCUE TRAP

Compassion becomes counterproductive when help repeatedly removes ownership.



WATCH FOR THESE SIGNALS

- You solve the same problem again and again.
- The leader becomes the default owner of every escalation.
- Team members bring issues without analysis or options.
- Short-term relief creates long-term dependence.

Key question: Am I helping, or am I taking over?

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FROM RESCUING TO ACCOUNTABLE COMPASSION

Keep the support. Return the ownership.

Rescuing	Accountability-focused leadership
• Takes the task back	• Clarifies the outcome and owner
• Provides the answer first	• Asks for assessment and options
• Protects from natural consequences	• Provides guardrails and support
• Confuses urgency with importance	• Matches response to actual risk
• Creates dependence	• Builds capability and confidence

Compassion says, "I will not leave you alone."
Accountability says, "I will not take away your opportunity to lead."

A FIVE-MINUTE COACHING CONVERSATION

When time is tight, structure creates space for growth.

1	**Clarify**	What outcome must be achieved?
2	**Assess**	What do you know? What is the risk?
3	**Generate**	What options have you considered?
4	**Commit**	What will you do, by when?
5	**Close**	What support do you need from me?



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SUCCESSION PLANNING IS DAILY WORK

A pipeline is built through exposure, practice, feedback, and sponsorship.



SEE	Observe leadership work
TRY	Lead a bounded assignment
REFLECT	Receive timely feedback
STRETCH	Own a cross-functional challenge
SPONSOR	**Be named for the next opportunity**

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BUILD A LEADERSHIP PORTFOLIO---NOT A LIST OF COURSES

Develop capability through real work tied to cardiovascular priorities.

Clinical reliability

Lead a debrief, safety story, or standard-work audit

People leadership

Coach a peer, facilitate a huddle, navigate conflict

Operations

Own an access, flow, staffing, or capacity problem

Strategy & partnership

Present data, lead outreach, coordinate across sites

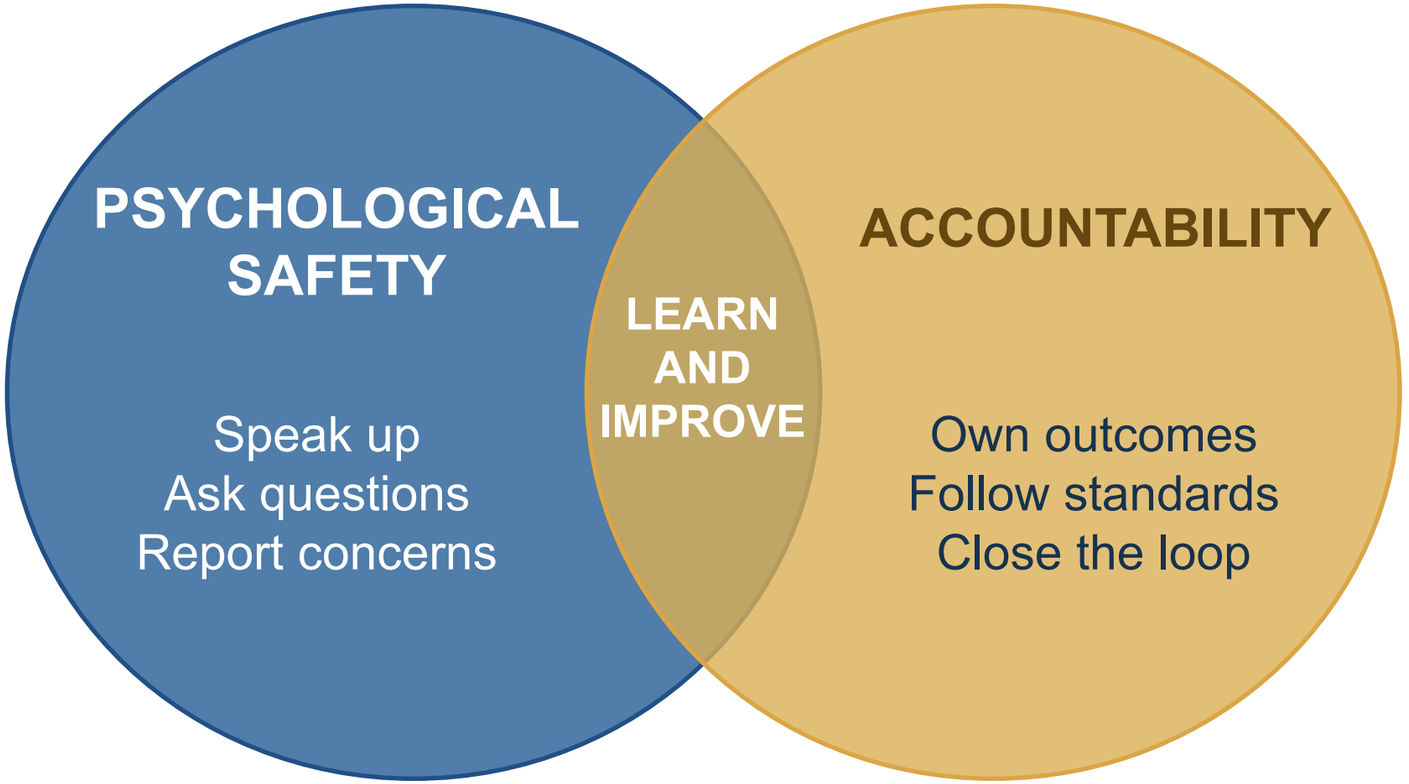
Development question: “What work can I entrust, not merely what class can I assign?”

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PSYCHOLOGICAL SAFETY AND ACCOUNTABILITY ARE PARTNERS

Safety makes candor possible. Accountability makes candor matter.



LEADER BEHAVIORS

- Invite dissent
- Respond without humiliation
- Differentiate error and choice
- Set clear expectations
- Follow through visibly

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RELIABLE CULTURES ARE BUILT IN ORDINARY MOMENTS

What leaders repeatedly notice, ask, reinforce, and close becomes culture.

NOTICE	ASK	ACT	LEARN	CLOSE
Weak signals, near misses, workarounds	What are we missing? Who sees it differently?	Protect, stabilize, assign, and escalate	Debrief without blame; improve the system	Communicate the decision and verify completion

Leader standard work: ask → assign → follow up → feed back

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GROUNDED, GRATEFUL & GROWING

A repeatable rhythm for resilient leadership during change.



GROUNDED — **Name reality without drama**

What is true? What matters most?

GRATEFUL — **Notice contribution and capacity**

Who helped? What is working?

GROWING — **Choose the next learning move**

What will we try, learn, or strengthen?

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FOUR TECHNIQUES TEAMS CAN USE NEXT WEEK

Small practices, repeated consistently, become cultural infrastructure.

1 The ownership pause

Before answering, ask: “What do you recommend?”

2 The 3G close

End huddles with reality, appreciation, and next learning move.

3 The visible follow-through

Post owner, due date, status, and learning.

4 The growth assignment

Give one emerging leader a real, bounded stretch role.

Choose three. Repeat for 30 days. Measure what changes.

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LEAD CHANGE WITH LIMITED RESOURCES

Convert relationships and frontline capability into execution capacity.

PURPOSE Define the patient and workforce outcome

PEOPLE Find champions, connectors, and emerging leaders

PATH Shrink the change to the next testable move

PROOF Use visible measures and stories

PERSIST Close loops, remove barriers, repeat



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YOUR 30-DAY LEADERSHIP EXPERIMENT

Make one visible shift, with one person, around one real priority.

STOP	START	STRENGTHEN
One rescuing behavior I will interrupt	**One coaching or development practice I will begin**	**One accountability or safety routine I will reinforce**

Name the person • Define success • Schedule the follow-up

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Connect the heart.

Grow the leaders.

Strengthen the future.

Grounded in purpose • Grateful for people • Growing what comes next

Thank you

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THANK YOU FOR ATTENDING THIS SESSION!

Questions/Discussion

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