

EP. "You Don't Have To Be a Leader To lead"

INTRO:

Mary Davis & Jaclyn Sykes here today and we want to welcome you to another episode of the Hygiene Profit Leaders Podcast. We are both Dental Hygienists and are Clinical Trainers here at the Scheduling Institute. Between the two of us, we have been into close to 1000 different offices all over the world. So, we hear and see a LOT - especially when it comes to the concept of leadership. Today, we will be talking a lot about this - and the idea of leading without actually being a "leader." A lot of people think, and we hear a lot when we are coaching doctors and teams - that you have to have a title to lead. And, that's just not the case is it?....No!

#1) LEADERSHIP IS A MINDSET:

Every single day, we all see problems around us. We either ignore them or we do something about them. By design, we are selective about what we act upon and what we ignore. Some of us tend to act more and some of us tend to ignore more.

By having a "push" towards action, you are being a leader. Every time you go out of your way to fix something, talk to more patients, ask for referrals, or close more treatment, you are being a leader. Every time you inspire people with action, you are being a leader. Every time you make an attempt to own and solve a problem, you are being a leader. Every time you do something to help others around you, you are being a leader.

A lot of people believe that a leadership "title" gives them the "authority" to lead and be more effective. If you need a title to be heard, "you" don't have a voice.

#2) LEADERS ARE BORN, NOT MADE:

A lot of people believe that leaders are born - they are just naturally "good" at leading. We already said that leadership is a mindset, right? It is a continued pursuit. It's really a journey that's never over if you have that mindset of continual improvement. And, we know that leadership can and must be developed with practice.

A couple of things that you can do to develop your leadership talents:

- Get comfortable with the uncomfortable. Growth does not happen when we are comfortable.
- When you see something, say something. Bring solutions to the table.
- Surround yourself with people that inspire you. Who you work with is as important or more important than what office you work at and what department you work in. At Scheduling Institute, we are believers in surrounding yourself with like-minded people.

#3) SUCCESSFUL LEADERSHIP STRATEGIES:

- Be yourself and be authentic. Don't try to be someone else or lead like someone else.
- Do the right thing. What's the right thing to do for the practice, the patients, the department, the team?
- Actions speak louder than words. Whether it comes to culture or overcoming barriers - it's more about what you do than what you say. Great leaders don't "tell" you what to do - they show you how it's done.

"TITLES DON'T MAKE LEADERS. ACTIONS DO."

Be sure to check these additional resources out!

- Developing the Leader Within You by John C. Maxwell (book)
- The FIVE Dysfunctions of a TEAM by Patrick Lencioni (book)
- Coaching for Leaders, hosted by Dave Stachowiak (podcast)
- The LEADx Show, hosted by Kevin Kruse (podcast)