MOTIVATION, MANAGEMENT AND LEADERSHIP

Nine Leadership workshops
Auckland, Hamilton, Christchurch and Wellington 7th to the 16th of September 2015
New Zealand National Nurses Organisation Annual Conference
Dr Peter Carter OBE
Wellington 16th September 2015
Leaders master the context of their mission, Managers surrender to it:

**MANAGERS**
- Doing things right
- Administer, imitate, maintain
- Focus on structure
- Rely on control
- Have short range view
- Accept the status quo
- Are classic good soldiers

**LEADERS**
- Doing the right things
- Innovate, originate, develop
- Focus of people
- Inspire Trust
- Have long range perspective
- Challenge the status quo
- Ask what and why

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EMPOWERMENT

POWER

Power over...
(command and control)

Power to...
(liberate and empower)

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POWER OVER = HIERARCHY

CHARACTERISTICS

- strength
- Control
- authority
- acceptance of authority
- competitiveness
POWER TO .........

Power skills

- Trust
- Caring
- Concern
- Knowledge of content and process
- Communications
- Group skills
- Respect

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Leaders need to

- Communicate - More listening and understanding, less talking

- Visible management - Walk the Patch, Be a Role Model,

- Develop a vision and establish direction

- Facilitate risk taking - build trust and confidence

- Delegate - Not abdicate

- Pay attention - to the detail, learn to work the problem

- Network and political awareness - Locally, Regionally, Nationally, Internationally

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Tony Hayward  
Former CEO of BP

Ronald Reagan  
Former President of the USA
MOTIVATION AND MORALE

Organisations
- Micro-climates

Style
- One size does not fit all
- Know your people

Deal with issues
- Case studies (Micro/Macro)
- Credibility

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SUMMARY

- CLARITY OF CORPORATE OBJECTIVES
- VISIBILITY - WALK THE JOB
- LEARN TO WORK THE PROBLEM
- IMPARTIALITY
- EQUITY
- KNOW YOUR STAFF
- KNOW THEIR AGENDA
- DO NOT BE AFRAID TO ADMIT WHEN YOU ARE WRONG
- TAKE RISKS

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“Value people because valued people make effective teams”