**Everyday Leadership**

Lessons From Great Minds Through the Ages

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**Why is this important?**

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**Importance of leadership**

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1. Learn about leadership

- Why be a leader? → opportunity to...
  - Mentor
  - Inspire
  - Challenge
  - Teach
  - Motivate
  - Empower
- Improves every aspect of your life

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1. Learn about leadership

- Don’t need a title to be a leader
- It’s not about “being above” others or commanding others
1. Learn about leadership
• Defining “leadership”
• Successful leader has followers
  – Are they willing followers? Or being forced to follow?
    • Which is more successful?
    • Follow because of their job/salary?
    • Follow with their hands? Or with minds also?
    • Follow with their hearts? → the great leaders!

• Skills can be learned
  – John C. Maxwell
  – Ken Blanchard
  – John Wooden
  – Many other authors

2. Embrace conflict!
• Conflict and obstacles shouldn’t defeat you…they should define you as a leader.
• Leaders cannot be great without them!
• Wind is an obstacle
• Obstacle = opportunity

"The ultimate measure of a man is not where he stands at times of comfort and convenience, but where he stands at times of challenge and controversy."
-- Martin Luther King, Jr. (1929 – 1968)
We must become the change we want to see in the world.
-- Gandhi (1869 – 1948)

You want change? BE the change.
-- God (Morgan Freeman in Bruce Almighty)

3. Set the example, be the role model
• Exemplify...
  – Ethics
  – Professionalism
  – Appearance
  – Demeanor

3. Set the example, be the role model
• Maintain clinical skills and knowledge
  – Or lose credibility!

3. Set the example, be the role model
• Maintain clinical skills and knowledge
  – Don’t get so caught up in paperwork you forget that you are a clinician!
• Practice tolerance and humility

How far you go in life Depends on you being Tender with the young, Compassionate with the aged, Sympathetic with the striving, And tolerant of the weak and strong Because someday in life... You will have been all of these."
-- George Washington Carver (1864 – 1943)
3. Set the example, be the role model

- Be a positive person!

“You never really understand a person until you consider things from his point of view, until you climb inside of his skin and walk around in it.”
-- Atticus Finch
(To Kill a Mockingbird)

*Be a Tigger, not an Eeyore.*
-- Randy Pausch
(1960 – 2008)

*Be a problem solver, not just identifier*

“She would rather light candles than curse the darkness, and her glow has warmed the world.”
-- Adlai Stevenson (addressing the UN GA regarding Eleanor Roosevelt, 1962)

3. Set the example, be the role model

- Be a positive person!

Every breath, a lesson learned.
-- Neil Whitman, PhD

“Every breath, a lesson learned.”
-- Neil Whitman, PhD

“Every breath you take... Every step you take, Every move you make, I’ll be watching you.”
-- The Police
(1984)

3. Set the example, be the role model

- Problem “identifier” vs. problem solver
- Stop whining, stop complaining
  – “Either do something about it or shut up!”
- Don’t be a cynic...it’s a poison
  – Brings everyone else down

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4. Learn to listen and understand!

*I remind myself every morning: nothing I say this day will teach me anything. So, if I’m going to learn, I must do it by listening (not talking).*

— Larry King (1933 – )

5. Share your vision

- Average leaders command (hands)
- Great leaders inspire (hearts)
- People do a better job when their hearts are into the work
  - Punishment vs. sacrifice

*If you want to build a boat, don’t drum up the men to gather wood, divide the work, and give orders. Instead, teach them to yearn for the vast and endless sea.*

— Antoine de Saint-Exupéry (1900 – 1944)

5. Share your vision

- Create a vision, share that vision
- Inspire people to share that vision
- Win their hearts, and the hands and mind will follow...by choice

*A vision without hard work is just a hallucination.*

— Thomas Edison (1847 – 1931)

5. Share your vision

- Hard work is critical
5. Share your vision

• Vision statement vs. mission statement

5. Share your vision

• Vision

“Lord, grant that I may always desire more than I can accomplish.”
— Michelangelo
(1475-1564)

6. Seek out and foster the strengths in others

• Meet with “your people” regularly
  – “What have you done lately to promote our program’s vision?”
  – Makes sure they don’t forget what you are working towards
  – Focus on behaviors, not outcomes

6. Seek out and foster the strengths in others

“Come to the edge. But they held back. And He said, “Come to the edge!” And they replied, “But we are afraid!” And He commanded, “Come to the edge!” So they came to the edge... And he pushed them. And they flew!”
— Guillaume Apollinaire
(1880 – 1918)

6. Seek out and foster the strengths in others

• Sometimes people don’t know what they are capable of until you give them a little push!
• Leader ➔ help people discover strengths within themselves
  – Cultivate and foster those strengths

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• Does everyone have potential?

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“Mine for gold, not dirt.”
—Dale Carnegie (?)
(1888 – 1955)

7. Be generous with credit and opportunities
• Desire to be appreciated
• Burnout
• Give recognition publically and frequently for work well-done
  —Appreciation improves performance
• Teaching awards, distinguished service awards

7. Be generous with credit and opportunities

“It’s surprising how much you can accomplish if you don’t care who gets the credit.”
—Abraham Lincoln
(1809 – 1865)

7. Be generous with credit and opportunities

• Delegate responsibility and opportunities
  —Empowers people
  —Don’t be stingy with opportunities!

“A lit candle loses no brightness by lighting another.”
—Author unknown
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Thousands of candles can be lit by a single candle, and the life of the candle will not be shortened. Happiness never decreases by being shared.
-- Buddha (circa 563 BC – 483 BC)

The star of the team is...the team.
-- John Wooden (1910 – 2010)

The strength of the pack is the wolf. But the strength of the wolf is the pack.
-- John Wooden (1910 – 2010)

7. Be generous with credit and opportunities

• Caveat: Seek out those with passion for something and empower them
7. Be generous with credit and opportunities

- Caveat: Don’t give important tasks to people with no passion for the task
- You can train skills, but not passion

8. Change, change, change!

- Meet with faculty and trainees at least once per year to make changes
- Be creative, be innovative
- Renews energy and enthusiasm...
  – And creates new opportunities

9. Expect the best from yourself and others!

- It is your duty to expect the most of others
- Push them to reach for that which is (seems) just beyond their reach
- Do the same for yourself!
  – Comfort zone = no improvement
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“...My destiny is to save you!”
-- Nikhil Mattu

10. Find and maintain balance

- Work must be balanced with personal life for true success
  - Family and friends
  - Hobbies
  - Health
- Success in both or none
- **Schedule time for personal life!**
- How do you find balance?

“Put the big rocks in first.”
-- Author unknown
10. Find and maintain balance

- Abandon the killers of time!

10. Find and maintain balance

- Every time you say “yes”...you are also saying “no.”
- To add to the jar, you must also remove from the jar...or it will break!

10. Find and maintain balance

- Be careful that you are not taking the big rocks out of the jar...

Summary

1. Learn about leadership.
2. Embrace conflict!
3. Set the example, be the role model.
4. Learn to listen and understand!
5. Share your vision.

6. Seek out and foster the strengths in others.
7. Be generous with credit and opportunities.
8. Change, change, change!
9. Expect the best from yourself and others.
10. Maintain balance...big rocks first!

Importance of Leadership

“Greater is an army of sheep led by a lion than an army of lions led by a sheep.”
— Alexander The Great (Alexander III) (356 BC – 323 BC)