

Envisioning the Leader You Are Becoming

A Leadership Workshop for APPs, NPs & PAs

2-Hour Session

Today's Journey

0–5 min

Welcome & Framing

5–15 min

Leaders Who Shaped You

15–30 min

Research: Brown, Grant & Sinek

30–50 min

Values Exercise (Brené Brown)

50–70 min

Purpose Exercise

70–90 min

Visioning: The Leader I Am Becoming

90–105 min

Creation: My Leadership Vision

105–115 min

Gallery Share & Collective Wisdom

115–120 min

Integration & Closing

SEGMENT 1

Leaders Who Shaped You

Think of a leader whose leadership genuinely impressed you.

Someone whose style, presence, or values you admired.

Turn to Reflection 1 in your workbook.

Individual Reflection (3 min) • Pair Share (4 min) • Group Harvest (3 min)

SEGMENT 2

Three Lenses on Great Leadership

What does the research say?

Brené Brown

Daring Leadership

Adam Grant

Think Again

Simon Sinek

Start With Why

Research Notes page in your workbook →

Brené Brown

Daring Leadership

Vulnerability is courage

Showing up when outcomes are uncertain — not weakness, but the source of connection and innovation.

Shame resilience

Leaders who acknowledge imperfection create safer teams where people take risks and grow.

"Clear is kind"

Direct, honest communication — even hard conversations — is an act of genuine respect.

Wholehearted leadership

Engaging from worthiness, not performance. Leading from values rather than fear of judgment.

Discussion: Where do you feel pressure to appear certain or invulnerable?

Adam Grant

Think Again • Give and Take

Rethinking loops

Great leaders ask questions more than they give answers. They model curiosity and admit when they're wrong.

Givers outlast takers

Leaders who prioritize others' growth build stronger cultures and outperform self-focused leaders over time.

Psychological safety

When leaders invite challenge and dissent, teams make better decisions. Silence is often fear, not agreement.

Confident humility

Believing in your abilities while staying genuinely open to learning. Not arrogance, not self-doubt — both at once.

Discussion: What's something you've had to unlearn or rethink in your clinical leadership?

Simon Sinek

Start With Why • The Infinite Game

Start with Why

Inspiring leaders communicate from purpose outward — Why → How → What. People follow a 'why' more than a job description.

Leaders eat last

The most trusted leaders create environments of safety first. Safety is a prerequisite for performance.

The infinite game

Leadership isn't about winning. It's about building something that outlasts you — staying in the game with integrity.

Known for what you stand for

Great leaders are clear on their values — others experience that clarity as consistency and trust.

Discussion: If you had to name your 'why' as a leader and clinician, what would it be?

SEGMENT 3

Values

What guides how you show up?

Values are not aspirational ideals or a list of nice words.

They are the principles that guide how you want to show up —
especially in hard moments.

They are yours alone.

PART A: Scan & Select

Values Exercise

Scan the values list in your workbook. Move quickly. Circle any that feel like 'me at my best.' Then narrow to your TOP TWO. Not the most impressive. The most true.

Then write:

- 1 Your one-sentence definition of each value
- 2 What it looks like on a clinical day — not abstract, but a specific behavior or felt sense

Stuck? Think of a time last month when you felt genuinely good about how you handled something hard. What were you living?

4 min individual • then move to Part B

PARTS B & C: Values in Action + The Shadow Side

Values Exercise

PART B: Alignment

When you're living your values:

Easier breath, open posture, groundedness, clarity

When you're working against them:

Tightness, fatigue, rumination, a story you can't shake

Reflect: When were you most fully yourself as a clinician? When did misalignment linger?

PART C: The Shadow

Every value has a shadow — a version of itself held too rigidly or without awareness.

Growth → Perfectionism

Compassion → Self-sacrifice

Integrity → Rigidity

Dedication → Martyrdom

What is the shadow version of YOUR values?
When does it show up?

3 min reflection • 90-second pair share

SEGMENT 4

Purpose

Why this work matters to you

"He who has a why to live can bear almost any how." — Viktor Frankl

Lower burnout

Clinicians with high sense of purpose report significantly lower burnout rates (Mayo Clinic)

Longer tenure

Those who can articulate their purpose are more likely to stay in their specialty long-term

Clearer decisions

Purpose acts as a filter — hard decisions become clearer when you ask 'Does this serve why I'm here?'

Purpose is not a luxury — it's a protective factor.

PART A: Discovering Your Purpose

Purpose Exercise | 5 min individual writing

Write freely and fast. The unpolished draft is usually more true.

Passion

What called you to this work — and still does, even on hard days?

Best Self

When were you most fully yourself as a clinician? What were you doing?

World's Need

What do you see missing — in patients' experience, your team, your community?

Talent

What seems natural to you that others find difficult? What do colleagues come to you for?

Impact

What changes for patients or colleagues when you show up fully?

Then circle 2–5 words or phrases that feel most charged or true across all five.

PART B: Your Purpose Statement

Purpose Exercise | 5 min draft + trio share

Template: "I [verb] [who] [how] so that [impact]."

Your verb:

Heal • Guide • Advocate • Witness • Restore • Equip • Hold space for • Challenge • Protect • Connect • Empower

Examples:

"I advocate for patients whose complexity makes them easy to dismiss, so that they receive the same dignity and rigorous care as anyone else."

"I hold space for patients who have never been truly listened to in a medical setting, so that healing can begin before any prescription is written."

Trio share: read your draft → listeners reflect back what felt strong or specific

SEGMENT 5

Visioning

The Leader You Are Becoming

You know your values.

You know your why.

Now imagine the leader you're becoming five years from now.

Guided Visualization | Reflection 2 in your workbook

Creation: My Leadership Vision

"It doesn't have to be beautiful. It doesn't have to be finished. It just has to be yours."



Write

A statement, a letter to your future self, or leadership commitments



Sketch

A visual map, symbol, or web of values, purpose, and qualities



Hybrid

Words and images together — whatever helps you capture it

Creation page includes: Your values • Purpose statement • Three leadership qualities • One growing edge

SEGMENT 7

Gallery Share

Small Groups

Groups of 3–4

60–90 seconds each

Listeners reflect back what felt strong or resonant — no editing, just affirmation

Full Group

4–5 volunteers share a word, phrase, or image

Capture on whiteboard

Reflect back the collective portrait

You know your values.

You know your why.

You have a picture of who you are becoming.

**Now the work is simply to practice —
more intentionally, more authentically,
more sustainably.**

Leadership is not a title. It's a practice.