



MICHIGAN
**Home Care
& Hospice**
ASSOCIATION

Just be a Great Leader!!!

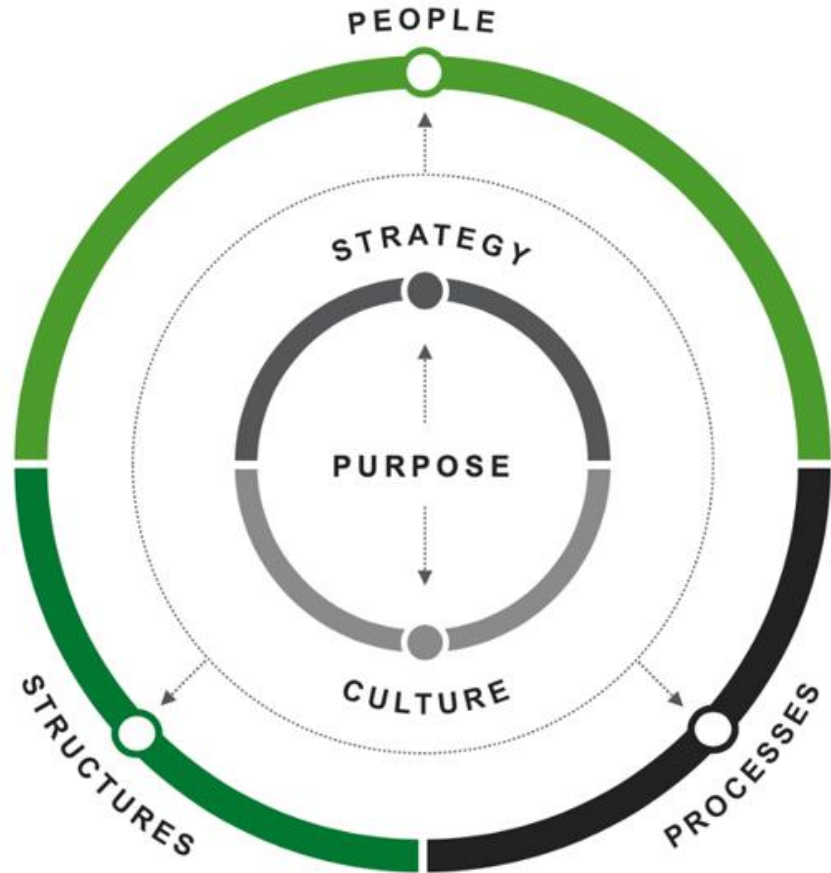
Eric Scharber, Executive Vice President

 **SimiTree**

May 2024



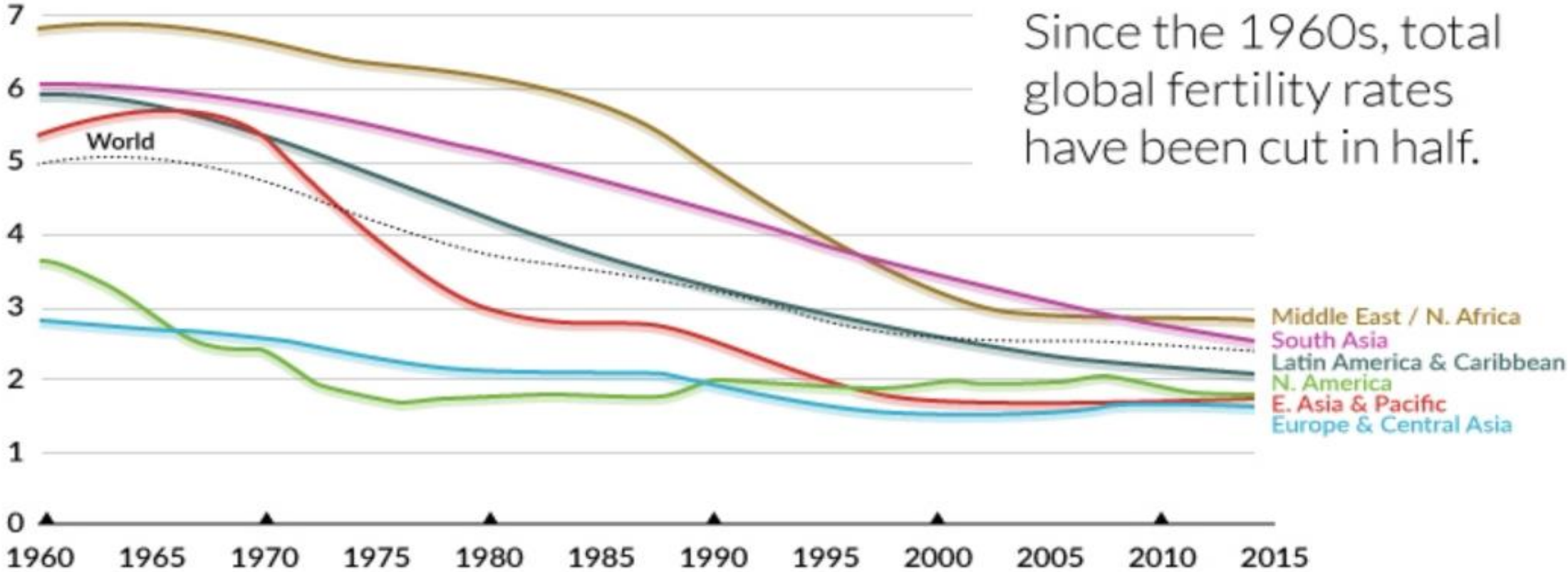
Gallup's Organizational Effectiveness Framework



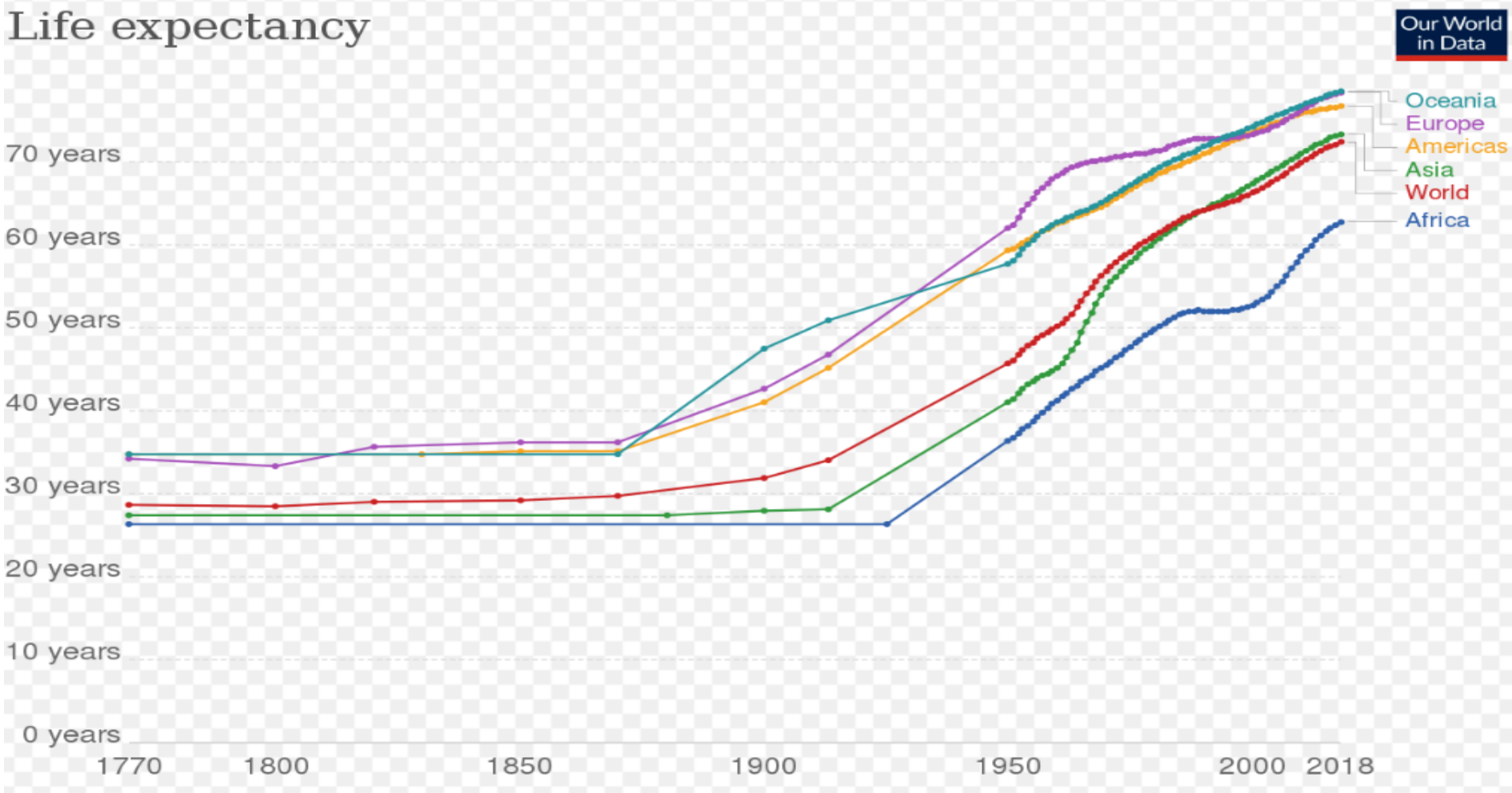
- To be effective, organizations must first have the right purpose, which answers the question, **"Why do we exist?"**
- The organization's strategy and culture flow from this purpose. Together, they answer the question, **"How will our organization fulfill its purpose?"**
- The strategy and culture are operationalized through the organization's operating model: its people, processes and structure.

Nursing Shortage

FERTILITY RATE



Nursing Shortage



State of the Workforce



Healthcare industry is projected to be the largest & fastest-growing US sector thru 2028



18 of the 30 fastest-growing occupations are in healthcare



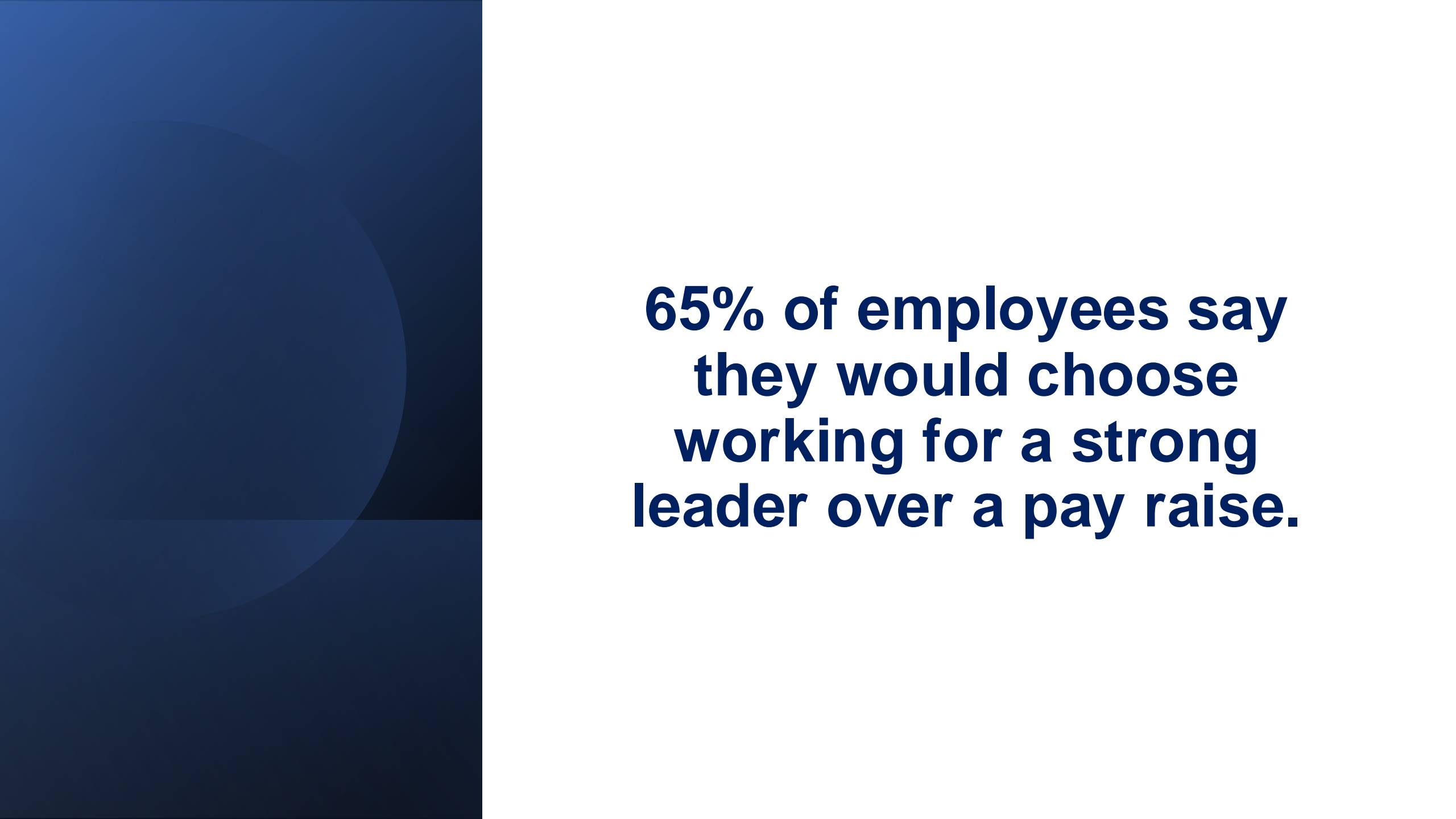
Top five employment growth industries are related to healthcare, with HH services leading



Replacing a key employee can cost between 150% to 250% of their base salary



These trends highlight the importance of the healthcare industry & the challenges associated with talent retention and recruitment.



**65% of employees say
they would choose
working for a strong
leader over a pay raise.**

“

“Character is defined by the type of person you are in times of adversity.”

Dr. Martin Luther King Jr.



Top talent wants to work for
GREAT LEADERS

Why Focus on Leadership?



There will be
“Winners” and “Losers”

Leadership



Leadership
Qualities That
Talent are
Drawn To

Emotional Intelligence:

The ability to understand, use, and manage your own emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges and defuse conflict

Do you know when
to push, when to
pull?

Leadership
Qualities That
Talent are
Drawn To

Communication Skills:

Excellent communication from top level leadership fosters a feeling of transparency and can reduce turnover by as much as 59%.

"The art of communication is
the language of leadership."

~ James Humes, Author
and Presidential Speech Writer

Leadership
Qualities That
Talent are
Drawn To

Empathy:

When employees feel understood, cared for, and appreciated by their superiors, they're willing to work harder and take risks for great rewards, and they are encouraged to help their colleagues succeed.

**Empathy Cannot be
Faked**

Leadership
Qualities That
Talent are
Drawn To

Inspirational Leadership:

These leaders can drive the very best results with their exceptional influencing and charismatic qualities including:

- The ability to motivate
- Honesty
- Competence
- Communication style

Leadership
Qualities That
Talent are
Drawn To

Ability to Plan and Adapt to Change:

Vision for the organization and the ability to pivot as needed. Total self-awareness and openness to leveraging the teams' ideas to better the organization.

How do you plan for
and communicate
change?

How do you improve as a leader?



**Know that growth
as a leader is a
never-ending
process**

We treat
leadership like it
can be
accomplished



**Two-to-one Rule:
Listen twice as
much as you
speak**



**Really great
leaders like to
mentor others**



**Ask for
assessments from
people you trust**



Be consistent

Mistakes happen
but get back on
the horse!

How do you improve as a leader?



Do something every day
to improve your
leadership skills.



Commit to developing
others.



Other suggestions???

How to Develop Your People

See	See Development as a Long-Term Process
Discover	Discover Each Person's Dreams and Desires
Lead	Lead Everyone Differently
Use	Use Organizational Goals for Individual Development
Help	Help Them Know Themselves
Be	Be Ready to Have a Hard Conversation
Prepare	Prepare Them for Leadership

Leadership Development's Effect on Retention

According to LinkedIn's 2023 Workforce Learning Report, 83% of organizations want to build a more people-centric culture and are looking to Learning & Development professionals to help.

Top organizations are working to improve retention by providing learning opportunities, including for leaders.

Heard the saying, "people don't quit their job, they quit their boss"?

Make the bosses better leaders and lose fewer employees.

Are you a leader?

What is the ROI?



**Strong culture companies perform up to 4x better than organizations that rank low in company culture.
→ *Leadership drives culture!***



Strong leadership, engaged employee companies have 62% less turnover.



Clients more likely to choose a provider when the organization is thought of as one with strong culture and as an employer of choice.



Recruiting top talent is easier when an organization has a strong, positive culture and dynamic leadership.

Developing your leadership skill requires much time and effort, but it's worth it!!!

“

You are not a

LEADER

until you have developed another

LEADER

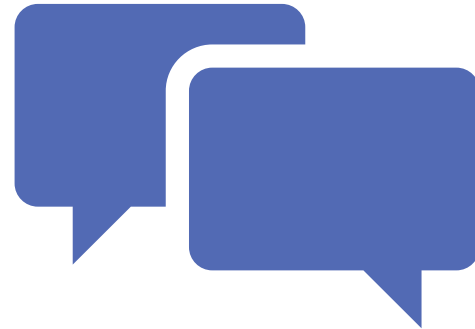
who can develop another

LEADER.

Helen Bevan

Questions

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 **Simitree**

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