Leadership is Influence: NIDCAP and the Science of Change

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Overview

The best leaders know how to get individuals to work together to accomplish goals. We do our best to motivate colleagues and health care service providers for needed changes, or to demonstrate more concern for safety and for following procedure. In short, we continually work on ways to exert our influence, but we regularly fall short.

There are many reasons for failure in individual or organizational behavioral change. By systemically and systematically exploring all sources that can influence behavioral change, we can build one or more frameworks to make our intended changes transformational and permanent. This workshop is based on evidence from psychology, social psychology and organizational culture development, and on several, closely linked theories about change management and maintenance.

In this interactive workshop, you will learn concepts and practical applications to help you build a framework to introduce and maintain behavioral change for yourself and for your team or organization. Once the outcome and the underlying crucial behavior are identified, how can we use personal, social and structural sources of influence to change and maintain the personal or organizational behavior? Filled with many examples from health care and other arenas, there will be plenty of interactive learning. You will take home an action project of practical value in your personal or organizational life, perhaps around NIDCAP if you chose so.

Learning Objectives

• What do successful influencers do that separates them from the rest? -- Discover the three keys to influence
• Identify Crucial Moments and High Leverage behaviour
• Study and utilize examples of positive deviance (instances when some people succeed where most others fail)
• Learn that persistent problems do not have one root cause, but multiple causes
• Discover how to motivate self and others
• Harness the power of social pressure by finding strength in numbers
• Change the environment to make bad behaviors harder and good behaviours easier
• Use the power of space, data, and tools