Does your leadership style resemble a hydraulic press?

How many of you feel pressed? I certainly do. I am pressed for time...for cash...for ideas...for creativity...for family time...and for just about anything else there is out there. There’s not enough time in the day to accomplish everything I need to get done at work and home. Trying to balance the two is difficult to say the least! Sometimes I feel like I’m a bowling ball sitting on a hydraulic press doing everything I can to not be flattened. Can you relate?

Well, these feelings should never be caused by an organization’s leadership team.

My thoughts related to this subject came about because of a recent conversation I had with a longtime friend in another industry. Why is it that many of us, as leaders, become the hydraulic press that puts more and more pressure on great people who would normally do a great job without the fear of being crushed? In that scenario, the leader becomes less of a leader and more of a hydraulic press. Does your leadership style mimic a hydraulic press? What pressures do you put on your team members? Is it reasonable? Are they pressured the right way? Pressure from leadership can be done the right way!

It’s a challenge to lead, but doing so is much more fulfilling when you develop a team that is pressured more by excitement of the outcome than the fear of being crushed. I am blessed to have a boss who recognizes this. He expects the work to be done. He expects updates. He expects me to support the mission of our organization and to make decisions to move the organization forward. Not once, however, has he looked at me and stated that “I expect you to...or else.” He walks his expectations daily. Therefore, I know what they are and we are definitely on the same page, working together to move the organization forward!

So, where does my pressure come from? My pressure comes from the industry. It comes from decreased reimbursement. It comes from increased costs associated with providing services. It comes from resolving ongoing operational issues. My pressure comes from striving to get the outcome...to do better. I feel pressure at work because I want to do a great job for the organization. I don’t feel pressure because I am afraid. I attribute this to how I am treated by my boss. He’s certainly not a hydraulic press. Never has he caused the fear of being crushed. He motivates me and he respects me. This
makes me want to do a great job so the organization succeeds, so that I look good, so that my team looks good, and so that my boss looks good.

I have worked in the “hydraulic press” environment before. It’s no fun! It can steal away all the joy you have at work and at home. What kind of environment are you creating? Is it healthy for your organization and team? The success of your organization is dependent upon leaders who press their team members the right way. And as I mentioned earlier, pressure from leadership can be done the right way. That “right way” starts with a reflection on the type of leader you’ve become and the leader you want to become.

Louis Roe
President, WV Chapter, ACHE
Fall is in the air!

Back to school!

Remember to connect, succeed, learn, advance and lead by taking advantage of ACHE Cluster, Conference and Programs. There are many venues available throughout the Fall and remainder of 2017.

September is a great month to recruit new members to ACHE!! When you non-member colleague applies in September, ACHE dues are only $150 for the remainder of 2017 and ALL of 2018. In other words, 16 months of membership for the price of 12. Non-Members may apply online at ache.org/Join.

ACHE is now 48,613 members strong!

There are 78 Chapters, 7 International Healthcare Executive Groups, 7 Women’s Healthcare Executive Networks and 259 Higher Education Network Participants.

Are you ready to advance to Fellow status? Remember, applications for Fellow must be received by October 31, 2017 to participate in the 2018 Convocation Ceremony at Congress. Additionally, all advancement criteria must be satisfied by December 31, 2017, to participate in the Convocation ceremony, including taking and passing the Board of Governor Seam and earning 36 hours of Healthcare Management Continuing Education. For more information, or to apply visit ache.org/FACHE.

I am always here to help you as well with any information you may need from ACHE.

Enjoy this great time of year.

Jeffrey H. Goode, FACHE
Vice President, CAMC Ambulatory Services
President, CAMC Physicians Group
ACHE Regent for West Virginia & Western VA
Perfect Your Interview Skills With ACHE’s Interview Prep Tool

Have you explored ACHE’s Interview Prep Tool? When it comes to the interview process, preparation is key. Even the best candidates can be overlooked during the interview process if they fail to make a lasting impact.

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Are You Due to Recertify Your FACHE® Credential in 2017?

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You may also contact the ACHE Customer Service Center at (312) 424-9400 Monday–Friday, 8 a.m.–5 p.m. Central time or email contact@ache.org.

Offering a Postgraduate Fellowship? ACHE Can Help

ACHE would like to know if your organization is offering a postgraduate fellowship for the upcoming year. If so, we encourage you to add it to our complimentary Directory of Postgraduate Administrative Fellowships at ache.org/Postgrad.

As a healthcare leader, you know how crucial it is to attract and develop highly qualified professionals in your organization. Gain exposure and start attracting top-notch applicants by posting your organization’s program on ACHE’s Directory. You may add a new listing or update a previous one at any time by completing the Online Listing Form.

Questions? Please contact Audrey Meyer, membership coordinator at (312) 424-9308 or email ameyer@ache.org.

Save Time and Money With ACHE Self-Study Program

Need to earn ACHE Qualified Education credits? Earn six hours by completing a course through ACHE’s Self-Study Program. Self-Study courses are portable and ready for you anytime—at home, in the office and more. Topics include finance, human resources, leadership and management.

Take advantage of ACHE’s special offer: purchase one self-study course and receive a second course at a 50 percent discount. To review a list of available courses and corresponding Health Administration Press books, and to place an order, visit the ACHE website.

ACHE Member Communities Can Enhance Member Experience

ACHE offers four community groups that align with our member’s professional backgrounds and diversity inclusion.

ACHE Forums: Asian Healthcare Leaders | LGBT | Healthcare Consultants | Physician Executives

Sign up today: Join or renew one or more of these groups for an annual fee of $100 and receive benefits for the rest of 2017 and all of 2018. All benefits are accessible online and include a quarterly newsletter, an exclusive LinkedIn Group and special designation in ACHE’s online Member Directory.
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