Break the Silence

Personal leadership as a weapon to speak up

Romana Malik
MD | MSc Healthcare Management
PhD-Candidate
r.malik@olvg.nl

Nesibe Akdemir
MD | LLM
PhD-Candidate
n.akdemir@olvg.nl

Fedde Scheele
MD | PhD
Professor Health Systems Innovation and Education
Today..
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- Table discussion (5 min)
- Plenary discussion (10 min)
- Intermezzo (10 min)
- Excercise in pairs (25 min)
- Plenary discussion (15 min)
- Wrap up - toolkit speaking up (5 min)
What is speaking up?

Speaking up is defined as health care professionals raising concerns for the benefit of patient safety, either to the parties themselves or via a reporting system, upon recognizing risky or deficient action of others.

Speaking up: the barriers

• Perceived personal safety of speaking up
• Individual barriers
• Perceived efficacy of speaking up
• Contextual factors

Speaking up: the range

Based on research of Adam D. Galinsky, Columbia Business School
How to expand your power?

Based on research of Adam D. Galinsky, Columbia Business School
What is personal leadership?

- Consciousness
- Selfobservation
- Selfmotivation
- Selfmanagement
Reframe your thoughts

Describe the situation as if you’re looking through a camera

1. Thoughts: What are you thinking?
   - Credibility scale 0-100?
2. Feelings: What are you feeling?
   - How strong is the feeling 0-10
   - Happy, scared, angry, or sad
3. Behavior: How do you react, what are you doing?
4. Reframe your thoughts
   - Be critical; is the thought rational?
   - Formulate a rational thought
   - Check credibility 0-100
5. Effect of reframing your thoughts on:
   - Credibility on the first thought 0-100
   - Feeling 0-10
   - What could you have done better in a similar situation starting from the rational thought
6. How would you communicate your message?

Based on Cognitive Behavioral Therapy
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Toolkit Professional Leadership

• Perspective-taking
• Signal flexibility
• Gain allies
• Display expertise and show passion

Based on research of Adam D. Galinsky, Columbia Business School
Nonviolent communication skills

- Observations
- Feelings
- Needs
- Requests

Nonviolent Communication (NVC) model, as developed by Marshall Rosenberg
Thank you for your attention!

Romana Malik  
MD | MSc Healthcare Management  
PhD-Candidate  
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“Leadership experience? I have 13 people following me on Twitter!”