

# CONSCIOUS LEADERSHIP

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NO CONFLICTS TO DECLARE

# OBJECTIVES

1

Discuss the  
context for the  
need for leaders

2

Review the  
characteristics of  
conscious  
leaders

3

Discuss  
approaches that  
can work in our  
environment



# WHY ME

- WE HAVE MORE TEAM-BASED CARE THAN ALMOST EVERY SPECIALTY
- YOU ARE SEEN AS A LEADER (WHETHER YOU LIKE IT OR NOT)
- EPS WORK AS CMOs, CEOs, IN THE FEDERAL GOVERNMENT, STATE GOVERNMENTS, FOUNDATIONS, ARE ENTREPRENEURS...
- IF YOUR TEAM FAILS, YOU ARE THE “CAPTAIN OF THE SHIP.”

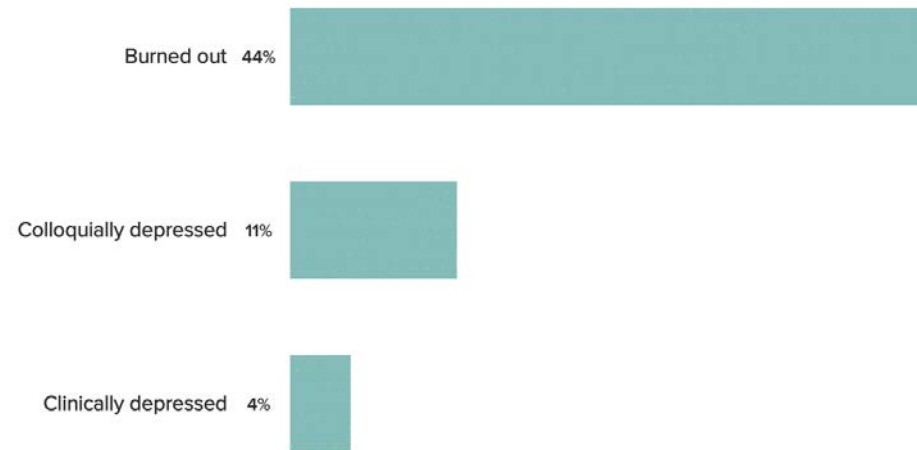


“YOU CAN FIRE IN ANY DIRECTION BECAUSE YOU  
ARE UNDER ATTACK FROM ALL SIDES”

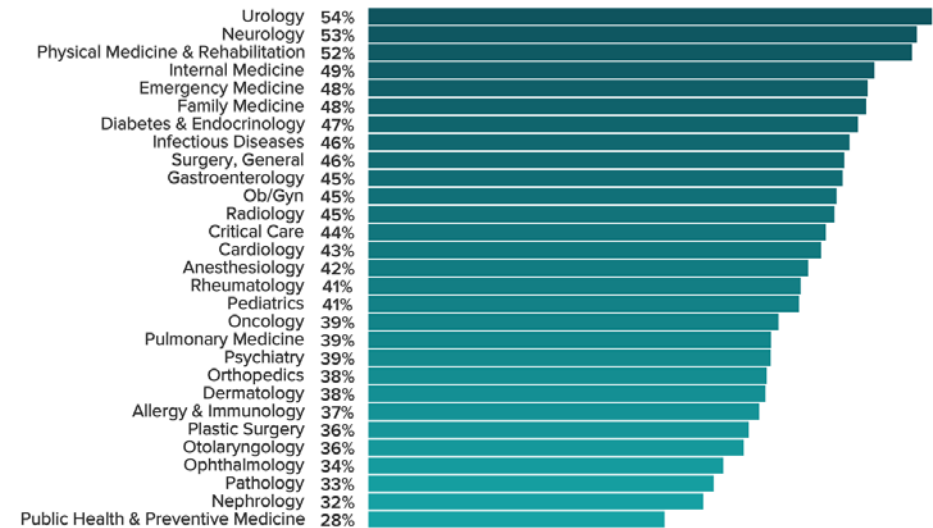


# MEDSCAPE NATIONAL PHYSICIAN BURNOUT, DEPRESSION & SUICIDE REPORT 2019

Are Physicians Burned Out or Depressed?



Which Physicians Are Most Burned Out?





# CONSCIOUS LEADERSHIP

- **UNCONSCIOUSNESS** IS A STATE WHICH OCCURS WHEN THE ABILITY TO MAINTAIN AN AWARENESS OF SELF AND ENVIRONMENT IS LOST. IT INVOLVES A COMPLETE OR NEAR-COMPLETE LACK OF RESPONSIVENESS TO PEOPLE AND OTHER ENVIRONMENTAL STIMULI.
- WIKIPEDIA
- “TO BE CONSCIOUS MEANS TO BE AWAKE, MINDFUL. TO LIVE CONSCIOUSLY MEANS TO BE OPEN TO PERCEIVING THE WORLD AROUND AND WITHIN US, TO UNDERSTAND OUR CIRCUMSTANCES, AND TO DECIDE HOW TO RESPOND..IN WAYS THAT HONOR OUR NEEDS, GOALS, AND VALUES”
- KOFMAN, P 2



The **15**  
Commitments of  
**CONSCIOUS**

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**LEADERSHIP**

*A new paradigm for sustainable success*

JIM DETHMER, DIANA CHAPMAN,  
& KALEY WARNER KLEMP

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**CONSCIOUS  
BUSINESS**

HOW TO BUILD VALUE  
THROUGH VALUES



**FRED KOFMAN**

*Recipient of the MIT Teacher of the Year Award*

Forewords by Peter Senge and Ken Wilber

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# LEADING ABOVE THE LINE

OPEN CURIOUS AND COMMITTED TO LEARNING

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CLOSED DEFENSIVE COMMITTED TO BEING RIGHT



# FOUR WAYS OF LEADING

## TO ME LEADERS

- THE CAUSE OF MY CIRCUMSTANCES ARE OUTSIDE ME AND I HAVE NO CONTROL – WHY IS THIS HAPPENING TO ME
- NOT NECESSARILY UPSET IN BEING HERE
- ESTIMATED 95%+ OPERATE FROM HERE

## BY ME LEADERS

- WE CREATE OUR OWN EXPERIENCES
- EVERYTHING THAT HAPPENS IS FOR A REASON IN MY DEVELOPMENT – WHAT CAN I LEARN FROM THIS
- CHOOSES CURIOSITY OVER DEFENSIVENESS



# FOUR WAYS OF LEADING

## THROUGH ME LEADERS

- SEE SOME OTHER DRIVING FORCE IN THE WORLD
- DIRECTION COME THROUGH MANY VENUES IF THEY ARE OPEN TO IT

## AS ME LEADERS

- TBD



# TAKE RADICAL RESPONSIBILITY

I AM RESPONSIBLE FOR THE CIRCUMSTANCES OF MY LIFE AND MY WELL-BEING

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I BLAME OTHERS AND MYSELF FOR WHAT IS WRONG IN THE WORLD





# BLAME CYCLE



# TAKING RESPONSIBILITY

Stop believing that  
the world should  
be a certain way

Develop more of  
an approach to  
learn from it

What if all those  
things that we think  
are working  
against us are not?



# BECOME CURIOUS AND LEARN

| COMMIT TO EVERY INTERACTION AS AN OPPORTUNITY TO LEARN

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| COMMIT TO BEING RIGHT



# PREDICTORS OF SUCCESS AS A LEADER

- SELF AWARENESS
- LEARNING AGILITY
- COMMUNICATION
- INFLUENCE





LET YOURSELF FEEL

COMMIT TO FEELING YOUR FEELINGS

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COMMIT TO JUDGING AND WITHHOLDING YOUR FEELINGS



“GREAT  
LEADERSHIP  
WORKS  
THROUGH THE  
EMOTIONS”

DANIEL GOLEMAN



# REPRESSION AND WITHHOLDING

- WE ARE PRETTY MUCH TAUGHT TO WITHHOLD OUR FEELINGS, BUT REPRESSION DOES NOT ALLOW US TO GET RID OF THOSE FEELINGS, JUST SAPS OUR ENERGY
- WE OFTEN OBSERVE THOSE AROUND US FOR CUES TO HOW THEY FEEL EVEN WHEN THEY TELL US OTHERWISE
- LIKE YOUR WATCH SAYS – BREATHE, ACCEPT, MOST GO AWAY WITHIN 90 SECONDS



# SPEAK CANDIDLY, ELIMINATE GOSSIP

COMMIT TO SPEAK YOUR TRUTH AND ALLOW OTHERS TO DO SO

TALK DIRECTLY TO PEOPLE NOT ABOUT THEM

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COMMIT TO WITHHOLDING YOUR TRUTH AND MANIPULATE AN OUTCOME

SAY THINGS ABOUT PEOPLE YOU WOULD NOT SAY TO THEM



# CANDID SPEECH

## REVEAL

- SPEAK YOUR TRUTH UNARGUABLY
- SAY EVERYTHING YOU NEED TO SAY
- SEE WHAT THERE IS TO SEE



## CONCEAL

- LIE
- WITHHOLD SOMETHING THAT MIGHT BE PERTINENT
- STAY UNINFORMED



# PRACTICE INTEGRITY

COMMIT TO INTEGRITY BY ACKNOWLEDGING AUTHENTIC FEELINGS, EXPRESSING  
UNARGUABLE TRUTHS, KEEPING AGREEMENTS, AND TAKING 100% RESPONSIBILITY

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COMMIT TO WITHHOLDING YOUR TRUTH, DENYING MY FEELINGS, NOT KEEPING  
AGREEMENTS OR TAKING RESPONSIBILITY



# INTEGRITY



MANAGING  
ENERGY



CONGRUENCE



ALIGNMENT



IMPECCABLE  
AGREEMENTS



# GENERATE APPRECIATION

COMMIT TO LIVING IN APPRECIATION — BOTH GIVING AND RECEIVING

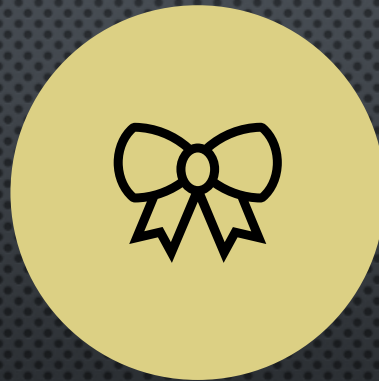
COMMIT TO FEELING ENTITLED TO WHAT IS MINE



# APPRECIATION



FULLY RECEIVE  
APPRECIATION



THINK OF IT AS A  
GIFT



FULLY GIVE  
APPRECIATION



# SUMMARY



You are all leaders with a capacity to learn how to lead equal to your capacity to learn how to treat



By becoming more aware of how you relate to your environment you can be a more effective leader



Conscious leaders work with self awareness, take responsibility, have integrity, and express gratitude



Create solutions that win for everyone



"Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness, that most frightens us. We ask ourselves, who am I to be brilliant, gorgeous, talented, and fabulous? Actually, who are you not to be? You are a child of God. Your playing small doesn't serve the world. There's nothing enlightened about shrinking so that other people won't feel insecure around you. We are all meant to shine, as children do. We are born to make manifest the glory of God that is within us. It's not just in some of us, it's in everyone. And as we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others."

Marianne Williamson