

GLOBAL ADAPTIVE LEADERSHIP: SWIMMING IN DEEP WATERS

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FOCAL POINT SDG 3 HUB : UNITED NATIONS ACADEMIC IMPACT

***AMWA GLOBAL HEALTH LEAD AND NGO REPRESENTATIVE TO UNITED
NATIONS***

IMMEDIATE PAST CHAIR INTERSECTIONAL COUNCIL APHA

MSSNY/MESF WOMEN PHYSICIAN LEADERSHIP ACADEMY

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DISCLOSURE



- *COI*
- *NO CONFLICT OF INTEREST THIS PRESENTATION*
- *THE OPINION EXPRESSED DURING THIS TALK IS APOLITICAL/ NON PARTISAN*

OBJECTIVES



- ***1. DISCUSS WHY ADAPTIVE LEADERSHIP***
- ***2. DESCRIBE THE LINK BETWEEN ADAPTIVE AND TRANSFORMATIVE LEADERSHIP***
- ***3. HIGHLIGHT THE ROLE PLAYED BY WOMEN PHYSICIAN LEADERS / TRAIL BLAZERS IN MAKING A DIFFERENCE IN THE COMMUNITIES THEY SERVE AND BEYOND***

ADAPTIVE LEADERSHIP



- *GLOBAL ADAPTIVE LEADERSHIP IS A STYLE OF LEADERSHIP THAT HELPS ORGANIZATIONS AND TEAMS ADAPT TO CHANGE AND SOLVE PROBLEMS IN A FAST-PACED WORLD.*
- *IT'S A WAY OF LEADING THAT ENCOURAGES INNOVATION AND EXPERIMENTATION, AND INVOLVES A GROUP OF PEOPLE / A TEAM WORKING TOGETHER TO FIND SOLUTIONS*



MODEL OF ADAPTIVE LEADERSHIP

• *MODEL OF ADAPTIVE LEADERSHIP (TABLE CREATED BY PM)*

• **CHALLENGES**

- 1. Situational (int/ ext)**
- 2. Technical /environmental**
- 3 Inadequate adaptive mechanisms**

LEADER ATTITUDE/BEHAVIOR

- 1. Grandstanding**
- 2. Control**
- 3. Bias**
- 4. Dictatorial**
- 5. Teambuilding**
- 6. Toxicity 7. Inclusive**

STRATEGIES

- 1. Fostering healthy environment**
- 2. Leader followers**
- 3. Facilitator**
- 4. Promotion of open communication**

KEY TRAITS OF LEADERS

- *ACCEPTS CRITICISM*
- *CONTINUES TO DEMONSTRATE CREDIBILITY*
- *CULTURAL HUMILITY*
- *DIPLOMACY*
- *EMOTIONAL INTELLIGENCE*
- *EMPATHY*
- *IMPARTIAL / NON JUDGMENTAL*
- *INTEGRITY*



KEY TRAITS OF LEADERS



- *LIFELONG LEARNER*
- *NON RETALIATORY*
- *RELATIONSHIP NURTURE/ MANAGEMENT*
- *SELF AWARENESS*
- *TRANSPARENCY*
- *VALUES DIVERSE OPINIONS*

RELATIONAL LEADERSHIP



- *A RELATIONAL LEADER IS SOMEONE WHO DOESN'T JUST FOCUS ON THE WHAT AND HOW OF THEIR WORK, THEY FOCUS ON WHO,”*
- *RELATIONAL LEADERSHIP ISN'T A FIXED POSITION, INSTEAD IT'S A “MIND-SET AND INTERPERSONAL ORIENTATION”*
- *RELATIONAL LEADERS NEED TO BE FLEXIBLE*



TRANSFORMATIONAL LEADERSHIP

- ***A STYLE OF LEADERSHIP WHICH DESCRIBES WOMEN PHYSICIANS WHO ARE SOURCE OF INSPIRATION AND MOTIVATION TO THE TEAMS THEY LEAD***
- ***THEY ARE INSTRUMENTAL IN CREATING A POSITIVE WORK ENVIRONMENT AND MENTORSHIP***
- ***THESE LEADERSHIP STYLES HAVE THE POTENTIAL TO CREATE AND DRIVE POSITIVE CHANGE***

WOMEN PHYSICIANS IN LEADERSHIP CHALLENGES

- ***BEING MARGINALIZED***
- ***DISCRIMINATION***
- ***FACE SYSTEMIC BARRIERS***
- ***GENDER BIAS***
- ***IMPOSTER SYNDROME***
- ***FACE SYSTEMIC BARRIERS***



WOMEN PHYSICIANS IN LEADERS *CHALLENGES*



- *INCREASED RATES OF BURN OUT*
- *INTIMIDATION*
- *LACK OF ACCESS TO SAME INSTITUTIONAL SUPPORT AS MALE COLLEAGUES*
- *LACK OF TRANSPARENCY*
- *MICROAGGRESSION*

SOLUTIONS



- *1. FOSTER SUPPORTIVE COMMUNITIES INCLUDING PEER TO PEER*
- *2. PROVIDE OPPORTUNITIES FOR PROFESSIONAL DEVELOPMENT*
- *3. ADDRESSING IMPLICIT INSTITUTIONAL BIAS*
- *4. INCREASE TRANSPARENCY*
- *5. WOMEN LEADERS NEED TO HAVE THE SAME SUPPORT AS THEIR MALE COLLEAGUES*

ELIZABETH BLACKWELL



- *PHOTO SOURCE : AMWA*

ESTHER POHL LOVEJOY



- *PHOTO SOURCE: AMWA*

BERTA VAN HOOSEN



- *PHOTO CREDIT: AMWA*



MICHELLE BACHELET



- *PHOTO SOURCE : GESDA*





THINK GLOBALLY ACT LOCALLY



Photo credit PM





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Climate Change Bucket List

Climate crisis is not 'gender-neutral,' and women and girls are most affected by climate change. Climate change exacerbates existing gender inequalities, posing unique risks to their livelihoods, health, and safety! The Climate Change Bucket aims to assist women and children in low socio-economic communities to cope with the effects brought on by climate change.



• **Climate Change Bucket**
Includes a lid and a bucket that can store clean water. It can also be used as a stool after work, providing women and children a seat to rest after performing their chores.



- **Safety Mat**
Waterproof and thick, it can be used as a blanket, skirt, or mat, providing protection for women during their menstrual cycle, protecting those who suffer from incontinence, and additionally can provide warmth.
- **Thermometer**
Helps women and children monitor body temperature, and can enable them to seek early medical care in case if they have a fever
- **Earth Hug Pillow**
A soothing toy that can relieve stress, provide companionship, and educate women and children about the world they live in.
- **Soap and Hand Soap**
Helps families maintain good hygiene and reduce the spread of infectious

The Climate Change Bucket is a grassroots initiative to help women and girls living in low socioeconomic communities affected by effects of the climate crisis

