

Housekeeping

- As this is a Zoom Webinar, we cannot see or hear you. All questions/comments should be directed through the "Chat" feature. Please change the "chat" feature to "Everyone".
- The CAREtoTALK series is a monthly, one-hour webinar designed to inspire, motivate and educate residential care home service providers with industry best practices. It is a special benefit reserved ONLY for Paid Members of 6Beds. These webinars are recorded and sent out to ALL 6Beds paid members
- Topics are selected by the moderator. However, we welcome requests for feature topics, guest presenters and sponsors. Requests can be emailed to Marc.Lung@CompECS.net
- Each monthly webinar will begin by highlighting a Featured Sponsor of 6Beds, who will share a 3-5-minute introduction about their company, their services and how they may be a resource for you.



6Beds

Advocating for Safe & Affordable
Quality Residential Care

CAREtoTalk Series

**The Last Tuesday of each
month from 10am-11am**

Fundamentals of Leadership



Presented by

Marc Lung

of



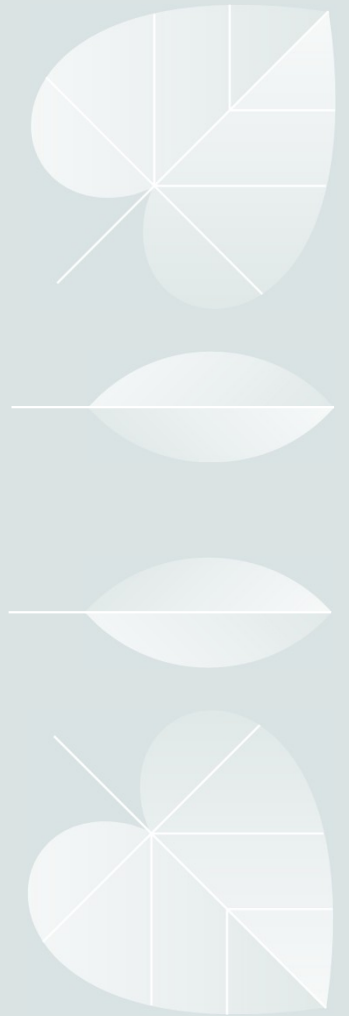
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Advocating for Safe & Affordable
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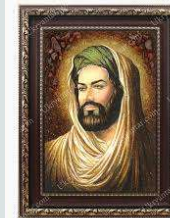
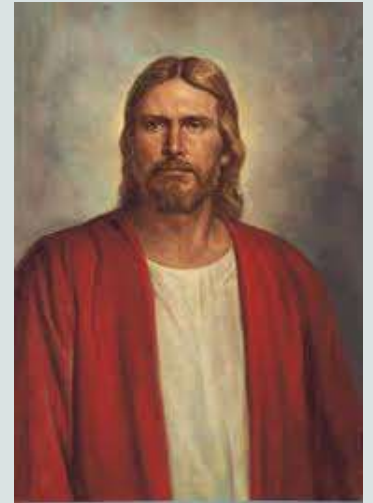
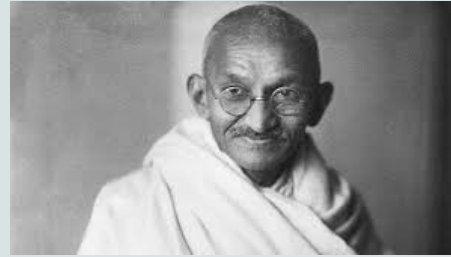
December 31, 2024
10am-11am

Our staff / our employees / our team is the heart and soul of every community. As leaders we rely on their knowledge, experience, skills, patience, empathy, compassion and integrity, just to name a few of the necessary characteristics to perform this job exceptionally well. The challenge for us, as leaders, is to provide the type of leadership that will fully optimize their performances as individuals and as a team working towards the same mission.



Objectives

- Determining Whether You're a Good Leader, A Strong Leader, Neither or Both ———
- Understanding Simon Sinek's Golden Circle theory
- Understanding 3 Primary Roles of a Good Leader
- Understanding the Difference between a Manager & a Leader, and When to apply each Approach



Strong Leader

vs.

Good Leader

Strong Leader

Extent/Amount
of Influence

Good Leader

Methods Used to
Create the Influence

While the two are strongly correlated,
a leader can be 1) **strong**, 2) **good**,
3) **neither** or 4) **both** (Great Leader).

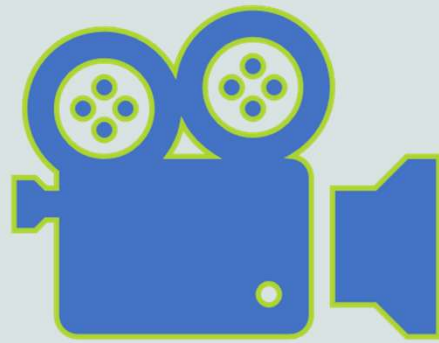


3 Primary Roles of a Leader

It's hard to truly understand the value of a good, strong leader unless we understand the three (3) primary roles of the leader.



YouTube Video

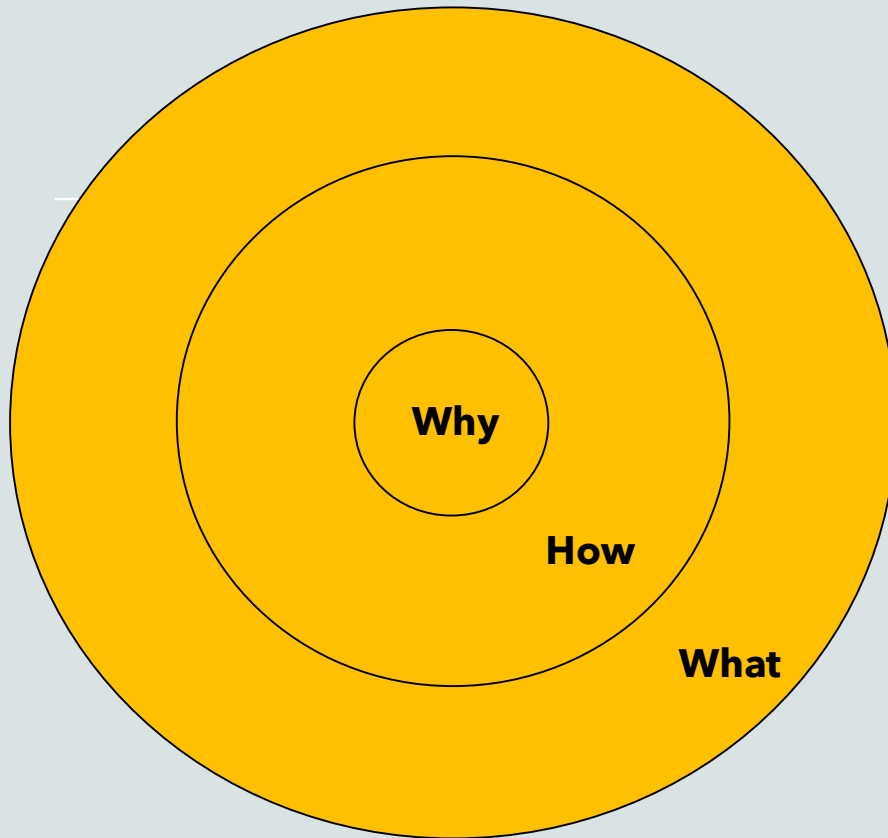


Simon Sinek on Great
Leaders Start With "Why"
(3:45)





Simon Sinek's Golden Circle



Approximately 7,500 licensed RCFE
Approximately 2,975 licensed ARF
Approximately 775 Adult Day Program

What?

We provide Care & Supervision to the most vulnerable populations in California in a manner that promotes quality of life.

How?

- We create & maintain a safe environment.
- We assist them with making good decisions regarding their well-being.
- We assist them with their Instrumental- and Personal ADLs.
- We, to the best of our ability, provide for ALL the needs of the whole person.

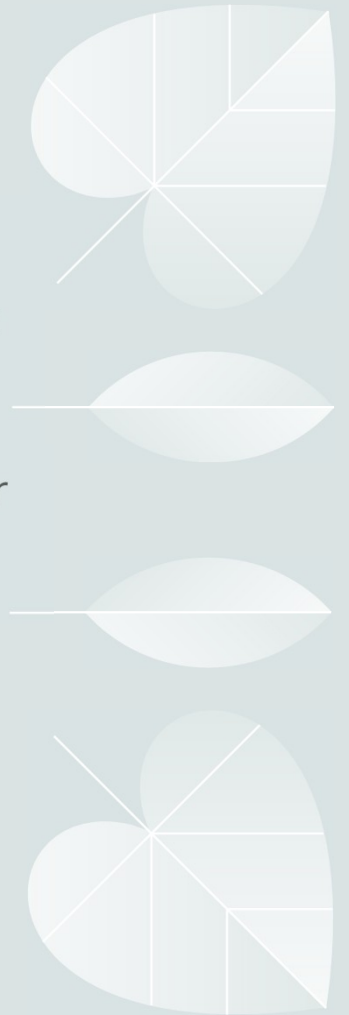
Why?

That's for you to figure out!!!!



1. Inspire & Motivate (Why)

- Great leaders inspire us to be the very best version of ourselves. They often see potential in us that, sometimes, we don't even see in ourselves.
- Great leaders inspire teams to understand that "the whole is greater than the sum of its parts".
- Individuals and teams will give their blood, sweat and tears to follow a great leader! They follow because they want to...not because they have to.
- "Working hard at something because you have to is called **stress**. Working hard at something you love is called **passion**."



2. Provide Tools & Resources for Team's Success (How)

This may include any and/or all of the following:

- ❖ *The appropriate amount & type of training*
- ❖ *Enough time to accomplish everything that's expected*
- ❖ *Enough information about the resident/client*
- ❖ *The appropriate equipment to complete the task*
- ❖ *Proper Personal Protective Equipment (PPE)*
- ❖ *Assuring the right kind of resident/client in the community*

- ❖ *These are just to name a few. This list goes on and on.*



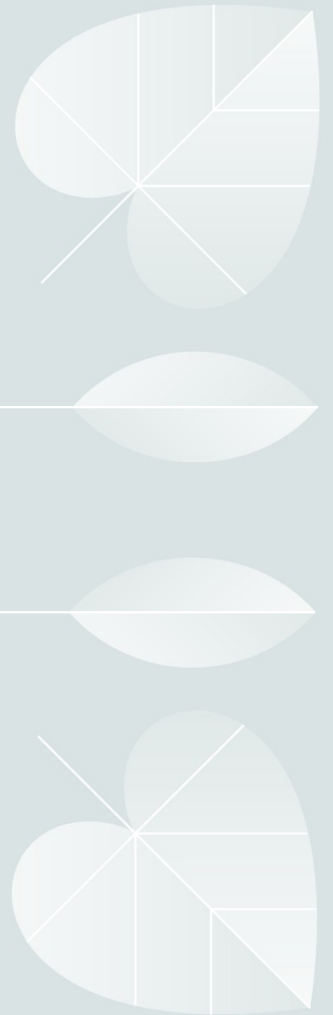
3. Holder of the Vision (What)

ACCOUNTABILITY!!!!

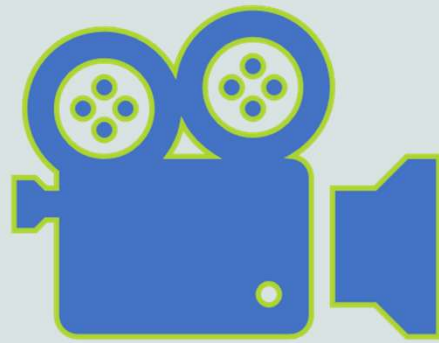
Accountability goes both ways...good leaders hold themselves accountable for the good and the bad

- ❖ *Are we providing excellent care & supervision in a manner that promotes quality of life*
- ❖ *Compliance with laws & regulations*
- ❖ *Compliance with company policies*
- ❖ *Good and ethical business practices*

- ❖ *These are just to name a few. This list goes on.*

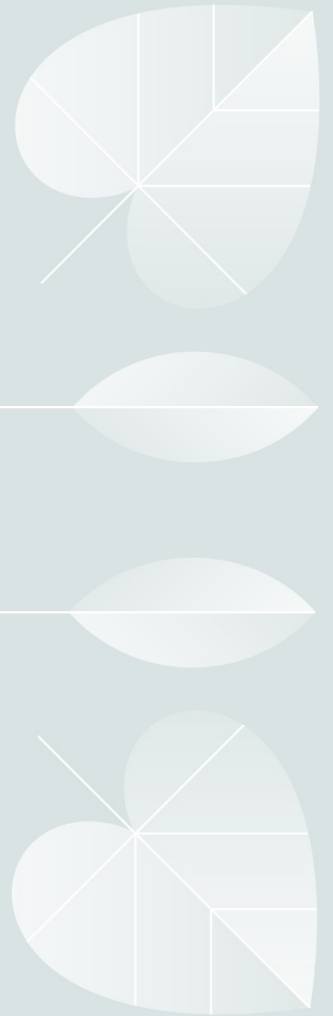


YouTube Video



What Makes a Leader
Great?

~Simon Sinek (2:59)



**THE BEST LEADERS
KNOW THIS**



Leadership vs. Management

While leaders and managers both work with people and are important in a successful organization, they have some key differences.



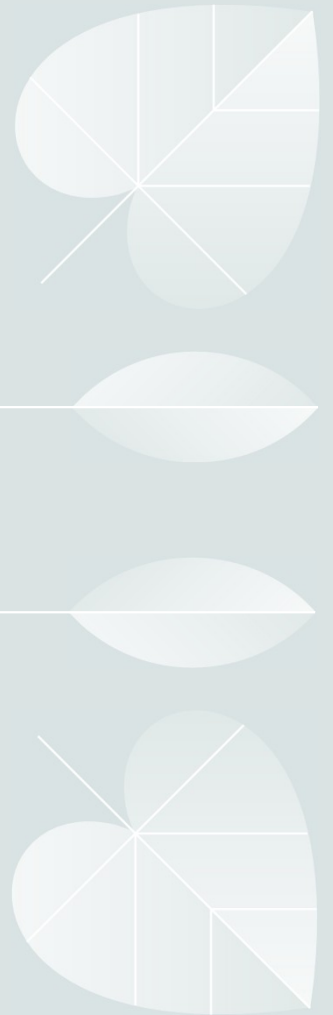
VISION

Leaders

Set the direction
and the course

Managers

Create goals and
implement the
plans



INNOVATION

Leaders

Encourage new ideas
and foster creativity

Managers

Prioritize efficiency
and streamlining
operations



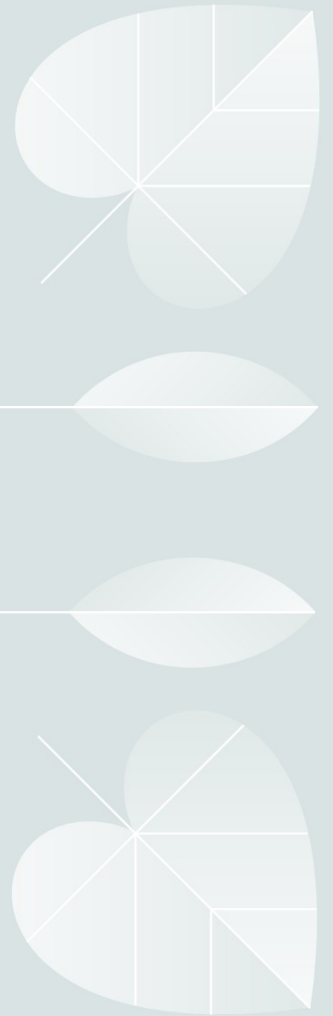
AUTHENTICITY

Leaders

Willing to be
themselves

Managers

Copy the
competencies and
behaviors learned
from others



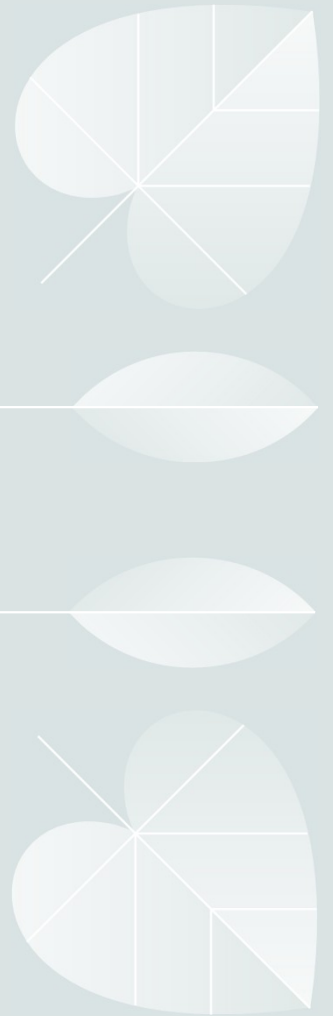
RISK

Leaders

Take Risks

Managers

Control Risk



TIME HORIZON

Leaders

Take a long-term
perspective

Managers

Focus on the short-
term objectives



PERSONAL GROWTH

Leaders

Continuously strive to
learn, grow and
develop

Managers

Rely on existing,
prove skills.



RELATIONSHIPS

Leaders

Build relationships

Managers

Build systems and
processes



APPROACH WITH TEAM

Leaders

Coach

(last to speak)

Managers

Direct

(first to speak)



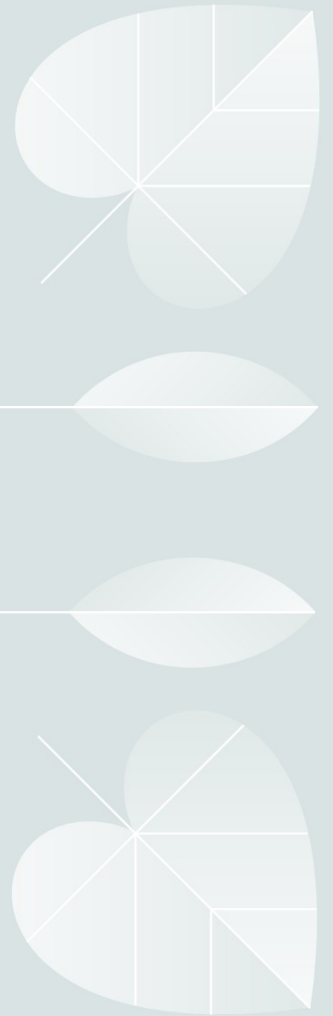
LOYALTY

Leaders

Create Fans

Managers

Have employees

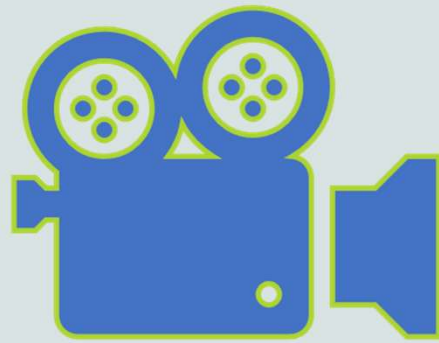


Leadership vs. Management

Although leaders and managers may approach issues from different perspectives, they both have a drive to succeed. Leaders need managers, and managers need good leaders to succeed.



YouTube Video



Simon Sinek Noah
(2:20)







Questions
Comments
&
Best Practices

Understanding the CARE Tools (CCLD's Inspection Tool)



Presented by

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of




6Beds

Advocating for Safe & Affordable
Quality Residential Care

Next

**CAREtoTalk
Series**

**Tuesday
January 28, 2024
10am-11am**



Thank you for
participating today and
Thank you for what
you do every day!!!

Marc Lung

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