

# Leaders in Health

## Being an Everyday Leader

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Image source: <https://www.crcpress.com/One-World-Health-An-Overview-of-Global-Health/Crisp/p/book/9781498739412>

# What level of influence do you have?



"If you think you are too small to make a difference,  
try sleeping with a mosquito."

- Dalai Lama XIV

## Conceptual Framework #1

“As we look ahead into the next century, leaders will be those who empower others”

-Bill Gates



## Conceptual Framework #2

# Leadership at all Levels and by all People

- Leadership is the property of the group
- Leadership should be distributed among members
- We are all leaders
- True leaders bring out the strength of the group

## Conceptual Framework #3



**“Lead from the back  
and let others believe  
they are in front.”**

# WHO's Health Systems Strategy Framework

## SYSTEM BUILDING BLOCKS

SERVICE DELIVERY

HEALTH WORKFORCE

HEALTH INFORMATION SYSTEMS

ACCESS TO ESSENTIAL MEDICINES

FINANCING

LEADERSHIP / GOVERNANCE

ACCESS  
COVERAGE



QUALITY  
SAFETY

## OVERALL GOALS / OUTCOMES

IMPROVED HEALTH (LEVEL AND EQUITY)

RESPONSIVENESS

SOCIAL AND FINANCIAL RISK PROTECTION

IMPROVED EFFICIENCY

**"Good leadership and management can be learned and must be taught alongside required technical competencies as an essential component of health systems strengthening."**



# Self- awareness

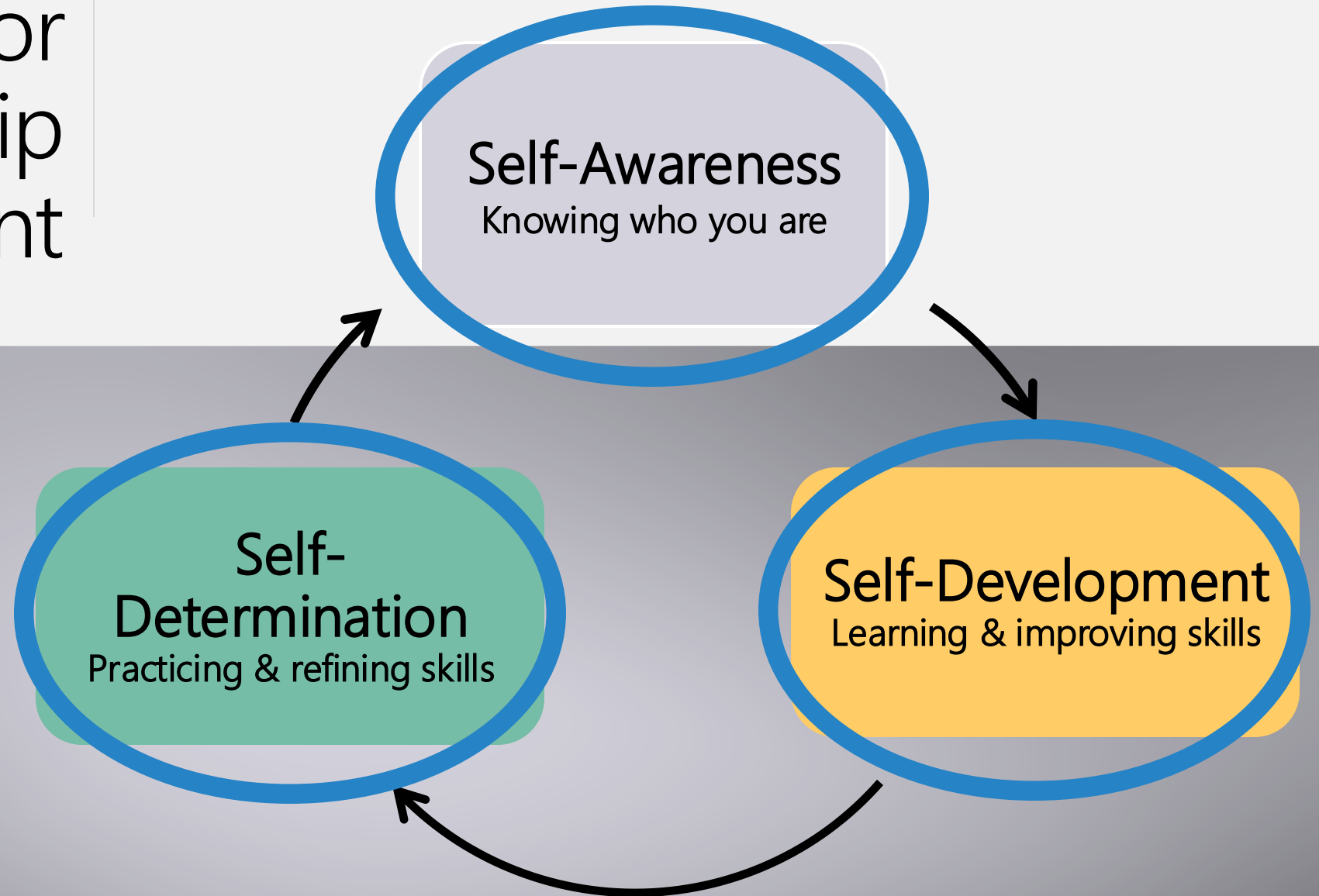
Knowing who you are



What's your leadership style?



# Framework for Leadership Development



# Self- development

Learning and improving skills

Be proactive

Circle of  
Influence

Managing  
Time

Being proactive



# Habits



Drive our  
actions

Can be  
learned &  
unlearned



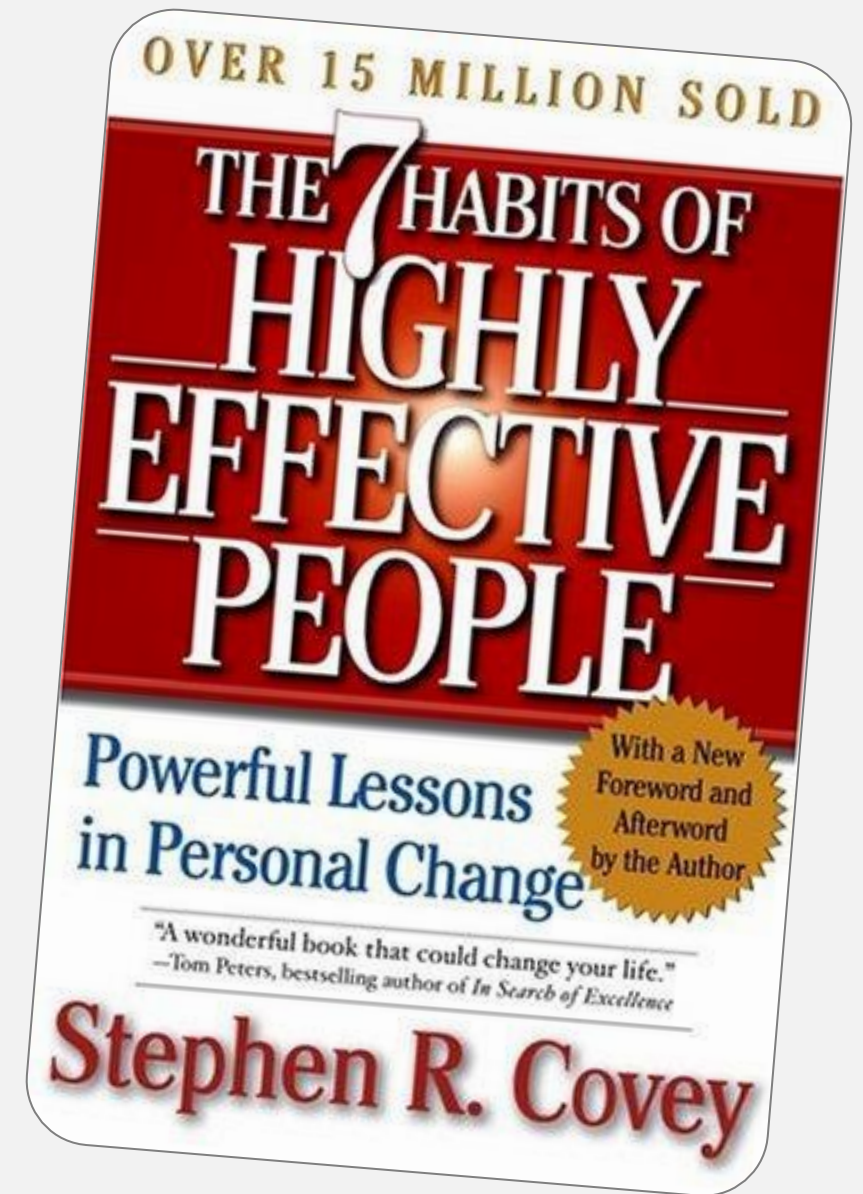
Are part of  
our character

# The 7 Habits of Highly Effective People

Stephen Covey

## Habits

- Be proactive
- Begin with the end in mind
- Put first things first
- Think win/win
- Seek first to understand, then to be understood
- Synergize
- Sharpen the saw



# Habit 1: Be proactive





# Proactive People

Take control of  
their lives

Take responsibility  
for their moods

Focus on things  
they can do  
something about



Image source: <http://www.clearwater-consulting.com/extraordinary-leadership-blog/bid/186769/extraordinary-leadership-what-does-it-take-to-be-great>



**“I am not what happened  
to me; I am what I  
choose to become.”**

Reactive Language	Proactive Language
<p>There's nothing I can do</p> <p>That's just the way I am.</p> <p>He makes me so mad.</p> <p>They won't allow that.</p> <p>I have to do that.</p> <p>I can't.</p> <p>I must.</p> <p>If only.</p>	<p>Let's look at our alternatives.</p> <p>I can choose a different approach.</p> <p>I control my own feelings.</p> <p>I can create an effective presentation.</p> <p>I will choose an appropriate response.</p> <p>I choose.</p> <p>I prefer.</p> <p>I will.</p> <p><b>Response-Able</b></p>



Proactive

Reactive

YOU

DECIDE



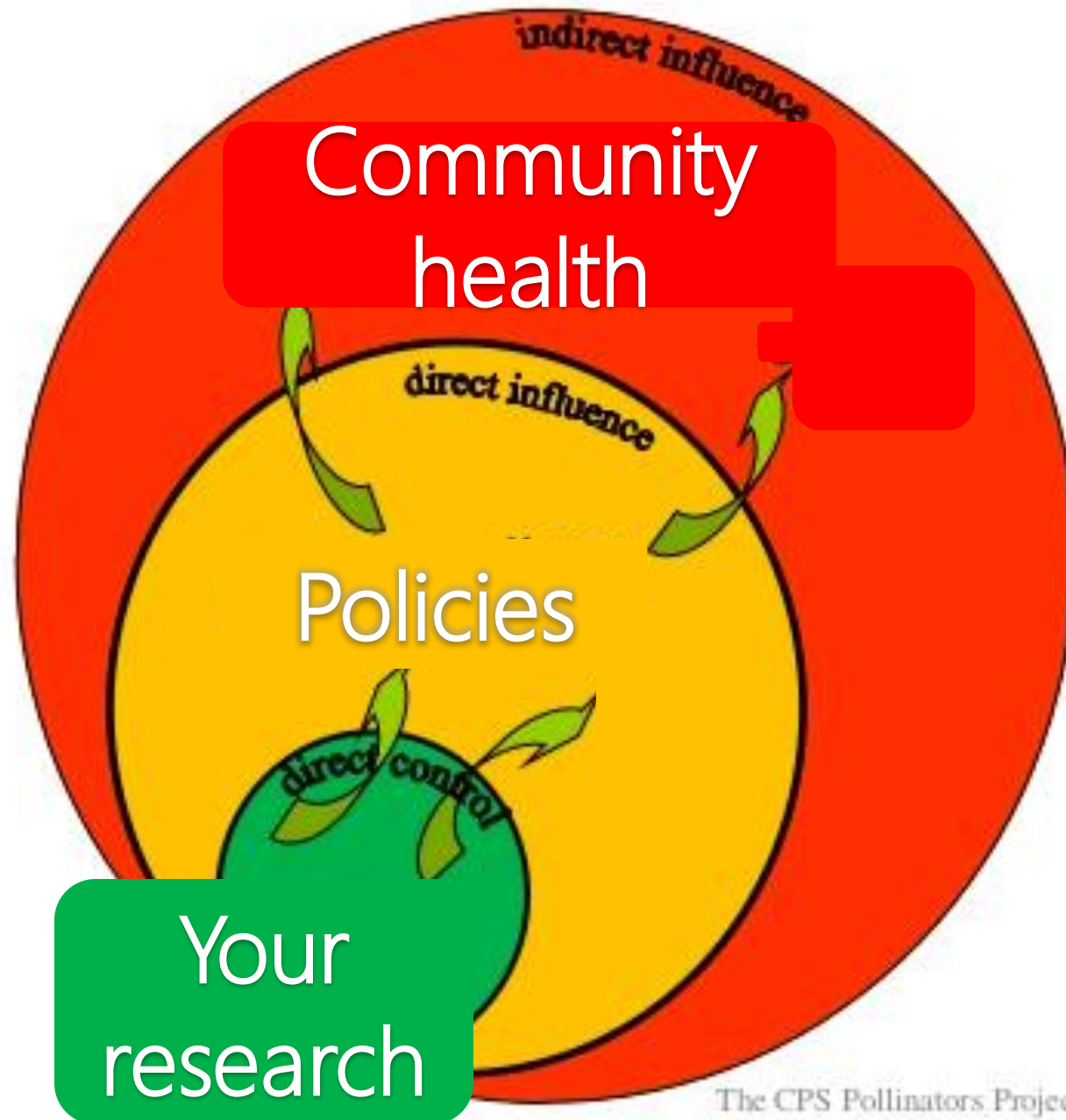
Working in your  
Circle of Influence

Concern



Control



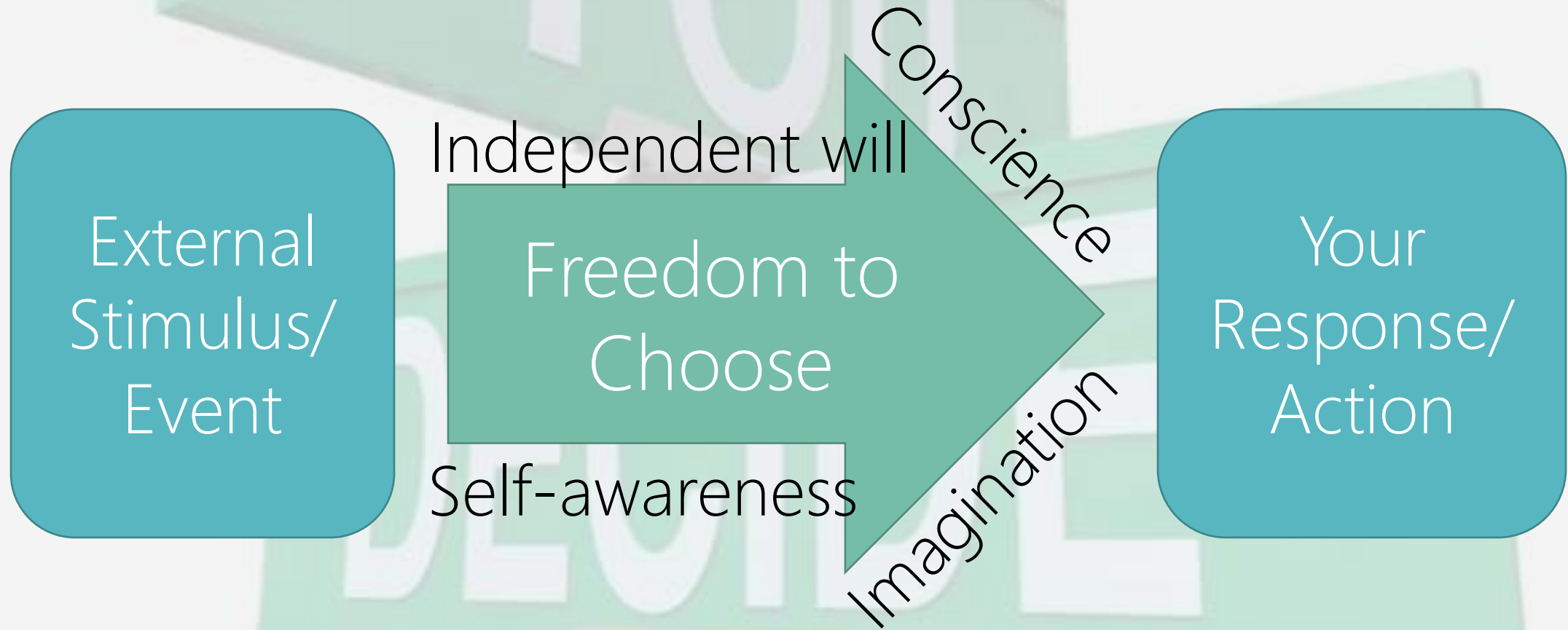


**Sphere of  
interest/concern**

**Sphere of  
influence**

**Sphere of  
Control**

# Proactive Model



# Your Concerns





# What can you control?



Control



# What can you influence?



# Circles of Concern, Influence, & Control

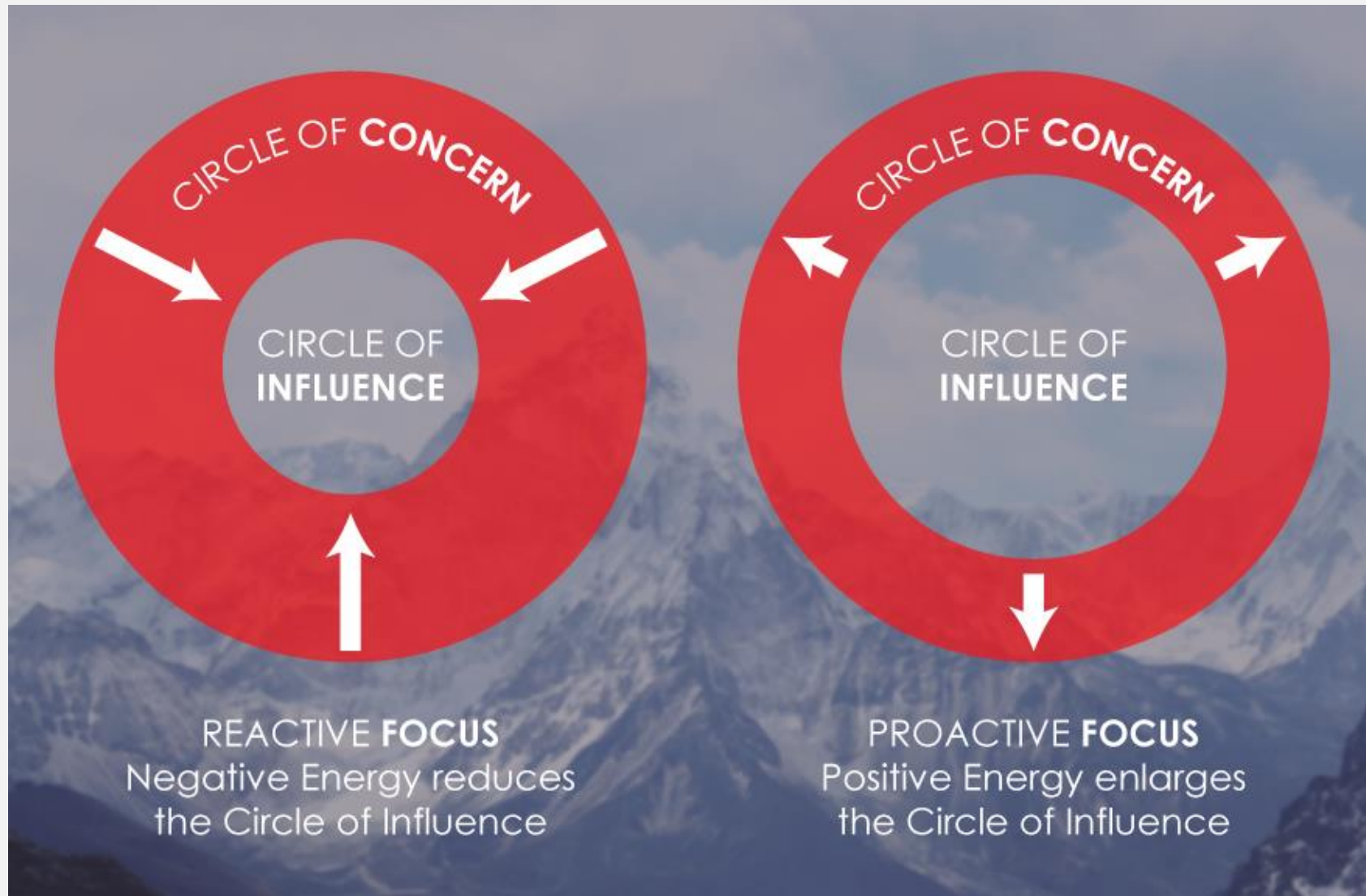
Concern

Influence

Control



# Circles of Influence and Control



# Influencing: Making the value argument

Situation: You want to request additional resources to attend a conference to present your research. The “ask” includes both time (i.e., coverage) and money to pay expenses.



# Making the value argument

- Who is Your "Audience"
- What is (really) important to them
- Identify the "win": How will this ask help address something that is important to them?

# Range of solutions

- Offer three choices (hopefully you can live with all three)
- Make a recommendation
- Follow through and deliver
- Disseminate the impact and publicly thank the person(s) who provided the resources

# Influencing: Skill building practice

## Think/Pair/Share

1. Identify a resource need
2. Describe the "audience"
3. Frame the "wins" for your audience

- Humility, humility, humility
- Debrief – What just happened? What can you learn? What can you do differently?
- Seek feedback from the leader or those who spoke out
- Map out next steps

But...

what happens when your  
great ideas are *rejected*?



- Identify key influencers (formal and informal)
- Vet the idea with a brief written description
- Incorporate their edits
- Present it as a shared plan (or with their input)
- Humility, humility, humility

Preparing for  
next time...

Managing your Time

# Key Attributes of ~~Time Management~~

## Setting Priorities and Planning

Parkinson's Law

*Work expands to fill available time*

Clock and Compass

*Align your priorities*

Pareto Principle / 80-20 Rule / Law of the Few

*20% vital, 80% trivial*

# Manage your Time:

## Don't let your time manage you

MIT (Most  
Important  
Task) /  
ABC 123

Eisenhower  
Matrix  
(urgent,  
important)

Maslow's  
Hierarchy of  
Needs

Eat the Frog

Pomodoro  
Method

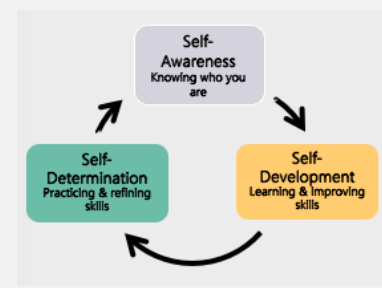
Browser  
extensions

Task  
management  
software

Engage in  
the moment

# Self-determination

Practicing and refining skills



What's one thing that you learned today?

What would you like to start to work on first?

Take time to do that now...





"If there is no one  
following you, then  
you are just taking  
a walk"





Enjoy the journey of being  
an everyday leader

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