

Emerging Healthcare Leaders Webinar Becoming an Impactful Leader

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HIMSS **21**

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Upcoming Events

Fall Digital Career Fair November 3, 2021

www.himss.org/events

Next EHL Webinar:

October 26, 2021 12:30pm CT/1:30pm ET

Emerging Health Information and Technology Careers

www.himss.org/events

HIMSS Job Mine

- Job postings
- Upload your resume
- Resume review and coaching available

<https://jobmine.himss.org/>

Welcome and Introduction



Kari L. Toft

VP IS&T Care Delivery / CIO Regions Hospital
HealthPartners

Agenda

- **Welcome and Introduction**
- **Learning Objectives**
- **About HealthPartners ... About Me**
- **Becoming a Leader**
- **Summary and Discussion**

Learning Objectives

1

ILLUSTRATE
POTENTIAL PATHS
TO MOVE INTO
LEADERSHIP

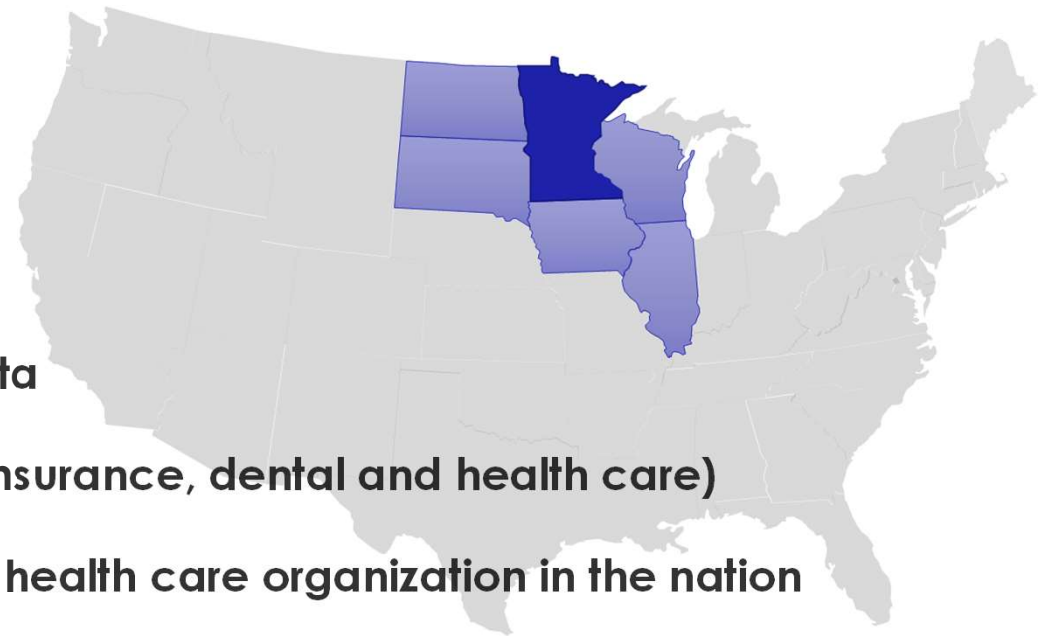
2

DISCOVER TIPS
FOR SUCCESSFUL
LEADERSHIP

3

EXPLAIN HOW TO
POSITION
YOURSELF FOR
SUCCESS

About HealthPartners



- Headquarters – Bloomington, Minnesota
- Integrated health care organization (insurance, dental and health care)
- Largest consumer-governed nonprofit health care organization in the nation

26,000
0

dedicated
employees

90+

clinics
and
hospitals

6

states where
we offer health
insurance

400

research
studies
each year

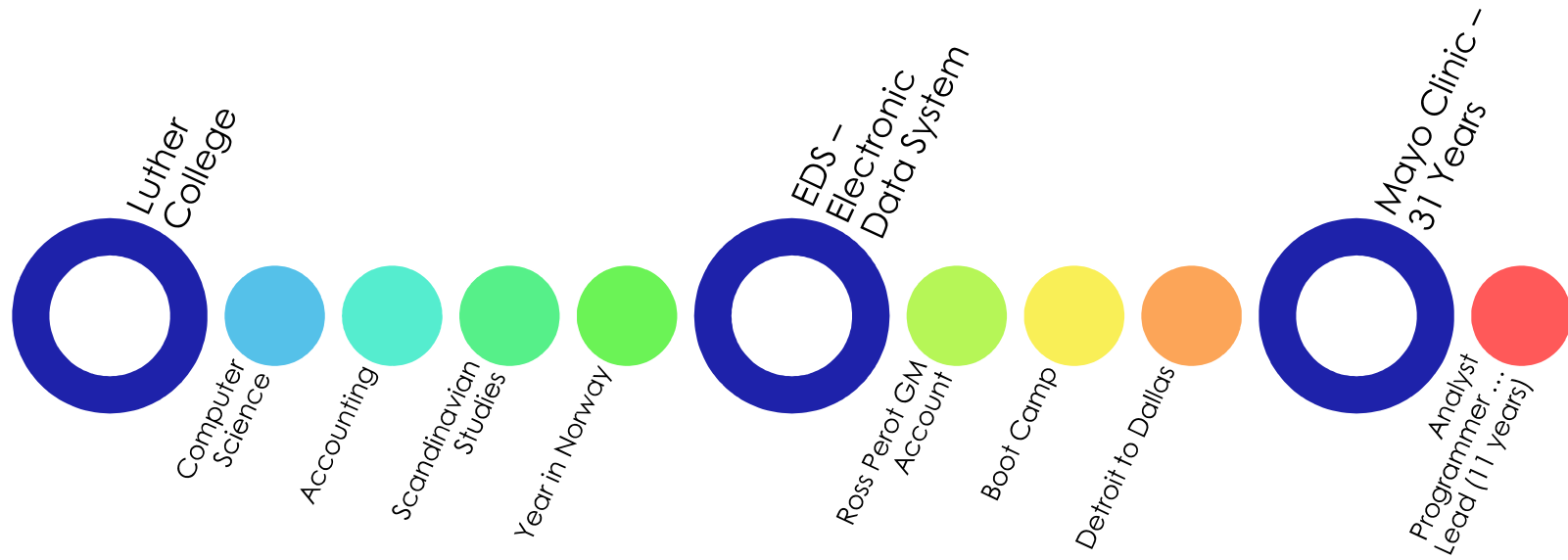
1.2M

patients

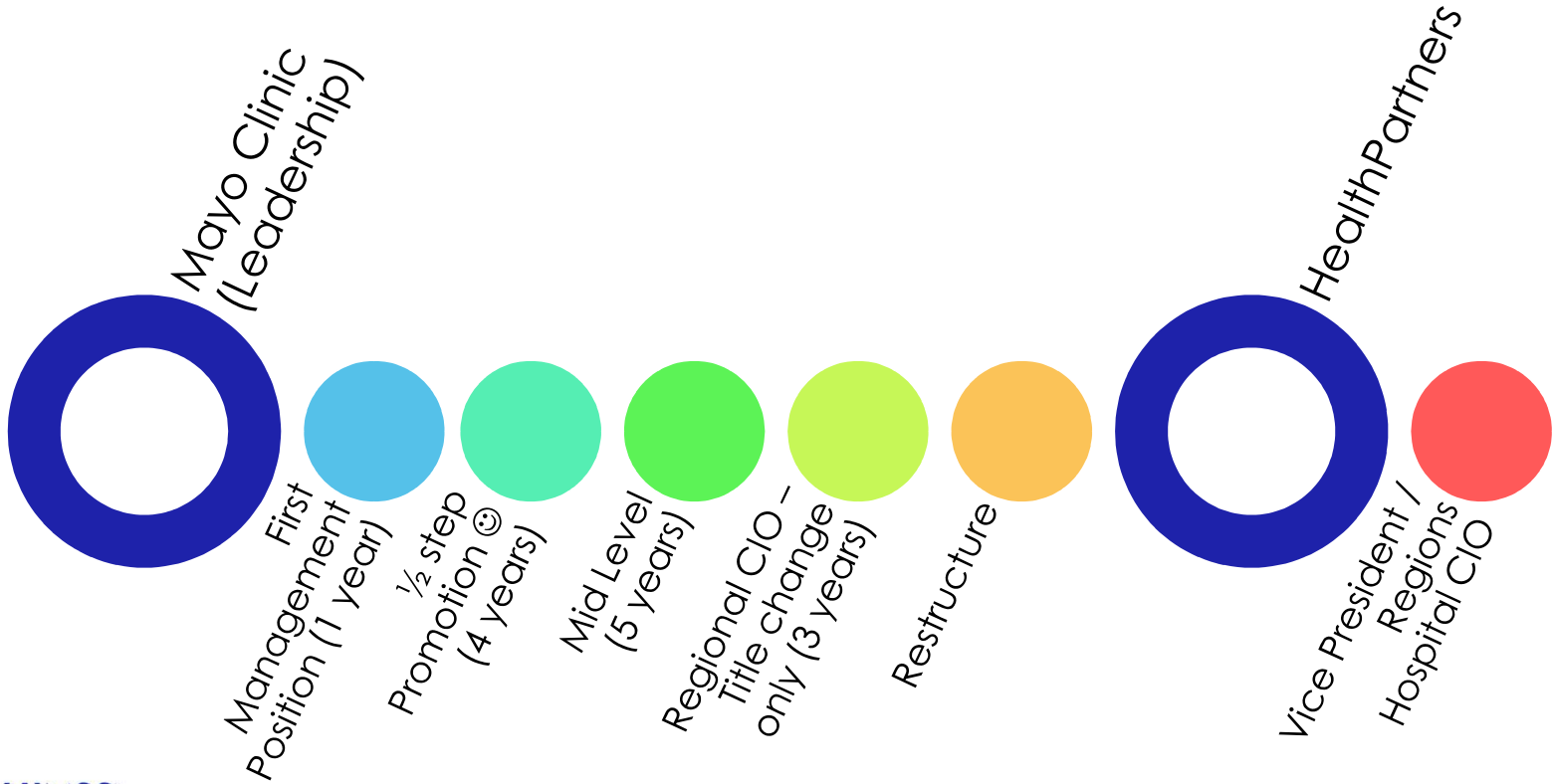
1.8M

insured
members

About Me and My Journey



About Me and My Journey



Becoming a Leader



Leadership Fundamentals



Getting Promoted into Leadership



Today's Leader

Becoming a Leader



Leadership Fundamentals

Know Yourself

- **Balance desire of management/promotion against interests**
- **Know your gifts**
- **Authentic leadership style**

Becoming a Leader



Leadership Fundamentals

Guiding Principles

- Set expectations
- Let staff do their job
- Emperor with no clothes
- Delegate
- Career counseling

Becoming a Leader



Getting Promoted into Leadership

Tactics

- **Keep eyes and ears open**
- **Networking and hard work**
- **Exhibit next level**
- **Create your own position**

Becoming a Leader



Today's Leader

Evolution **from** “old school”

- Waterfall project management
- Bits & Bites
- Command & control
- Time in the trenches
- Structured work schedule, on premise
- Heterogeneous workplace

Becoming a Leader



Today's Leader

Evolution **is** continuous

- Agile
- Artificial Intelligence
- Consensus, collaborative input
- Rapid promotion expectations
- Personal flexibility
- Diversity, inclusion, & equity

Summary

1

ILLUSTRATE POTENTIAL PATHS TO
MOVE INTO LEADERSHIP

2

DISCOVER TIPS FOR SUCCESSFUL
LEADERSHIP

3

EXPLAIN HOW TO POSITION
YOURSELF FOR SUCCESS

- Know yourself
- Be authentic
- Remember! Frontline staff know the truths

- Network, network, network
- Delegate / taking on tasks
- Continual learning
- Put yourself out there!

Thank you!

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Questions??