A New Wave of Influential Leaders Evolving Within Your Group

How is it that some people cut through formal channels to get things done, with great results and on time? Why do some become the “go-to” people when problems arise? Who rallies and motivates the troops when management can’t? Without knowing, most of today’s leaders are sitting on a hidden gold mine of talent and skills.

With over 50% of Healthcare, Organizations and Community Groups restructuring, as well as ongoing economic and political challenges facing state and local governments, formal leaders and managers are desperately looking for innovative ways to maximize their existing resources.

You, as leaders and managers are being forced to maintain or exceed results. In short: you are being asked to do more within this rapidly dynamic changing environment. Many leaders are desperately asking themselves: “How do I deliver? How can I increase production with what I currently have? How can I effectively manage with increasing responsibilities? What can I do—right now?”

The answer: Leverage your Informal Leaders. Who are they? How do you identify them?

Informal Leaders are individuals without formal title or authority who serve as advocates for the group, and heighten the contributions of others as well as their own, primarily through influence, relationship-building, knowledge and expertise.

Approximately 80–90% of a typical health-care organization is non-management, and within this large group are individuals who have the power and influence to impact the level and quality of patient care at the bedside. Think about it for a minute. Do you know who I am talking about? Does someone immediately come to mind? Yes… That is your informal leader!!!

Anticipating the demands for future nurse leaders, nurse managers should consider identifying these individuals and begin defining the roles they play in leadership. Additionally, nurse leaders and managers should strive to understand how informal nurse leaders gain their power and influence and focus on the ways they can be mentored and supported.

In my book, The Hidden Power of Informal Leadership, I discuss in detail how informal leaders display the unique ability of inspiring and motivating their peers to action, of bringing people together, and creating sustainable relationships and connections. I delve into their ability to possess an abundance of process and technical information and the know how to apply their skills to get results. This has led to employees looking to these individuals for leadership, rather than to their formal manager.

Today's rapidly changing healthcare environment is fundamentally changing the leadership dynamics of acute care facilities. Informal Nurse Leaders are hidden, valuable assets residing right there inside your current group. You, today’s leaders and managers must pay attention. You are sitting on a hidden goldmine of talent. You must seek to identify and understand this untapped human resource and leverage to increase results.

Dr. Marcia Smart of Smart Leadership Solutions is a Leadership Strategist, Inspirational Speaker and Educator with over 25 years of corporate experience and expertise in Leadership, Organizational Development and Management of Change. Utilizing state-of-the-art educational approaches, we help our clients not only excel and manage effectively in dynamic environments, but also be more creative, innovative and produce exceptional results. We assist you in developing influential leaders at all levels of the organization, who inspire and motivate their people to produce more. These leaders become influential communicators grounded in purpose and principle, and are committed advocates for business success. For more information email marcia@informalleadership.com or go to www.informalleadership.com