



Management

Specialty Section Bulletin

Notes from the Editor

Roger L. Berg, PhD, RRT-NPS

Specialty Practitioner of the Year: William "Stan" Holland, MSN, RN, RRT

Richard M. Ford, RRT, FAARC

Informal Survey on Respiratory Care and the Economy

Bill Dubbs, MEd, MHA, RRT, FAARC

Looking for Cost Reductions? Look No Further than Your Equipment

Frank Sandusky, RRT

Strategy and Product Differentiation: Considerations During an Economic Crisis

Jeffrey Davis, RRT

Leadership Book Club

Scott Reistad, BA, RRT, CPFT, and Steven Nelson, MS, RRT, FAARC

Section Connection

Leadership Book Club

Scott Reistad, BA, RRT, CPFT, AARC Leadership Book Club Moderator, Director Respiratory Care & Sleep Labs, St. Anthony Central, Denver, CO; and Steven Nelson, MS, RRT, FAARC, AARC Associate Executive Director

An exciting new benefit is now being offered by the AARC. The Leadership Book Club is available via a dedicated e-mail list focused specifically on leadership issues. This differs from the Management Section e-mail list, which primarily focuses on technical issues of running a department (The Joint Commission, best ventilators, hand washing policies, etc.).

For many, developing leadership skills is somewhat of a "hit or miss" situation. They may have read some "management books," experienced a "good" leader who they wished to emulate, or a "bad" leader whose footsteps they vowed to not follow in. But other than that, they may not have had the chance to be mentored by other successful leaders.

Research has shown there are two things critical to the success of a leader: 1) The books that one reads, and 2) the people the leader associates with. The Leadership Book Club provides an opportunity to meet both of these requirements.

This concept has been employed for over three years in the Colorado Society for Respiratory Care, and it has been wildly successful in growing leadership skills and leaders. Colorado has seen a steady increase in attendance at its quarterly Leadership Meetings, along with improved attendance at the annual conferences. When leaders are grown and inspired, they in turn, grow and inspire their therapists. Thus, not only does the entire profession benefit, but patient care is also improved.

How does the club operate? First, we select a book that's considered a leadership "classic," and we all read it at the same time. The pace of reading is "reasonable"—2-4 pages per day. So even the person who does not love to read will be able to keep up.

Then comes the second benefit: the ability to "associate" with other great leaders across the country and learn from them. Though "learning from experience" is good, it is even better to "learn from someone else's experience" so you do not have to go through errors on your own or try to "re-invent the wheel" on an issue that someone else has already solved.

As the "moderator" of the Leadership Book Club, I first post a quote from the book, then add my interpretation, thoughts, or experience before asking for feedback from the group. The many leaders who are participating then have the chance to add their own thoughts, maybe agreeing with me, maybe disagreeing and giving other points of view. This leads us in other leadership directions and a true "discussion" ensues. Members of the Leadership Book Club may post their own thoughts and questions that arise from the book, or simply ask for advice about a leadership topic. Even your most difficult leadership issue is likely to be addressed by someone on the list who may have the answer to solve your particular problem.

Another huge benefit of the club is the opportunity it gives you to begin to mentor other leaders in your organization. Imagine having your supervisors, charge therapists, or lead therapists participating. They need to learn these skills somewhere, so if not here, guess what? You must become their teacher, with all of the time investment associated with this task. Instead, allow the many world class leaders from all across the country to be their instructor.

Now imagine having your "wanna be" leaders, who are not in a formal leadership position right now, but in the future would like to be, in the club. How much more effective would they be if they could enter that first supervisory job with some leadership basics already under their belt? Now think about how much more effective you could be if you had others in your organization that had effective leadership skills they could use to resolve issues for you rather than "dumping" them on your back? Your to-do list would shrink, your staff satisfaction would go up, your turnover would decrease, your department would run more efficiently and effectively, and your boss would be excited that your department is one of the stellar ones in the hospital.

Sound interesting? Then join us in the Leadership Book Club. We are currently reading the modern-day classic, "Developing the Leaders Around You," by John Maxwell, and even if you start part-way through the book, each chapter stands on its own, so you won't be behind or

lost. When you sign up you can sign up to get each e-mail individually, or choose the "Digest" version so you only get one (or so) e-mails a day.

Here's all you need do: send a request to the **Leadership Book Club** to be added to the e-mail list. If you would like the digest version, where all the messages are sent in a single e-mail each day rather than during the day as they are received, just mention that in your e-mail.

We hope you all choose to participate.