

SAID BUSINESS SCHOOL

## Session D5

# **“Channel your inner stoic”**

**seven actionable improvement leadership tips  
from ancient philosophy**

# Disclosures

We have no conflicts of interest to disclose with regards to this presentation:

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Brigid Russell, Coach and Leadership Consultant and Co-Chair for Session

**THANK YOU**  
**all for joining us today to**  
**explore this**

**Focus on what you can control**

**Ruth Glassborow**

**Director of Population Health and Wellbeing**

**Public Health Scotland**

**Take action and lead by example**

**Akudo Okereafor**

Paediatric Registrar, Project Lead & Founder of ABC Parents  
North Middlesex University Hospitals NHS Trust

**Be virtuous and put aside your ego**

Brigid Russell

Coach and Leadership Consultant

# Breakout One – please pick one of the following three principles to reflect on:

## 1. Focus on what you can control:

Work with the system the way it is now. Accept the things that you can't change – political, people, structural or resource constraints. Find ways to work smarter.

- What or who are you trying to control that isn't actually within your control?
- Are you trying to master yourself or other people?

On the basis that all we actually control is what we do and say, and to a lesser extent what we think and feel:

- What could you experiment with doing differently that might lead to a different outcome?
- What could you experiment with saying/contributing differently that might lead to a different outcome?

## 2. Take action and lead by example:

Don't put off fixing things. Don't think that it is someone else's problem. Everyone has responsibility for the system they are working on.

- What are you putting off doing?
- Where are you making excuses rather than taking responsibility?
- Where and how can I be the most effective role model, right now?

## 3. Be virtuous and put aside your ego:

Name one situation you've ever been in that called for more ego – enough said!

- What if you could be less concerned about what others think of you? What would that liberate you to do (or not do?)
- Where might your ego be getting in the way of progress being made?
- How can you spot it? What action can you take when you feel the 'warning signs'?



# **Practice resilience when faced with failure**

Wendy Korthuis-Smith  
Executive Director  
Virginia Mason Institute

**Act with empathy and understanding**

Naheen Ali

Lived Experience Advisor

## Breakout Two – please pick one of the following two principles to reflect

### 4. Practice resilience when faced with failure:

Prepare for unexpected consequences.

- Where is perfectionism holding me back?
- Am I staying the course, or being steered away?
- Have I thought about all that might happen?
- Can I make my choices and accept whatever will be?

### 5. Act with empathy and understanding:

Everything is mutually interdependent.

- Where are my opinions part of the problem?
- Can I stop thinking I already know and learn something here?
- What can I learn from others – even people I don't like?
- How can I work better with others?
- What would change if I looked for other peoples good intentions?

**Eliminate toxic emotions and their effects**

James Mountford  
Health Strategy Officer  
Galileo Global Education

**Never blame others; shoulder the burden**

**Birgit Hartoft**

**Danish Society for Patient Safety**

**and**

**WHO Patient Safety Champion**

## Breakout Three – please pick one of the following two principles to reflect

### 6. Eliminate toxic emotions and their effects:

Though hope is not a strategy, hope and ambition are essential; aim for excellence and see obstacles as ways to new ideas and ways to better.

- What am I not seeing or hearing which is important here?
- What do I need to nip in the bud right now in terms of my thinking and in how I appear to others?
- What does what I am feeling say about me rather than what I need to do to be helpful to others?
- What would happen if I responded with kindness, ready to release my agenda...no matter what?
- Think of something you are struggling with right now – how might you use this obstacle as an opportunity?

### 7. Never blame others; shoulder the burden:

Things are constantly more difficult than we expect. We control how we respond to challenge.

- Do I blame others without realising?
- What is the harder choice I'm avoiding?
- Why is it hard for me to shoulder the burden?