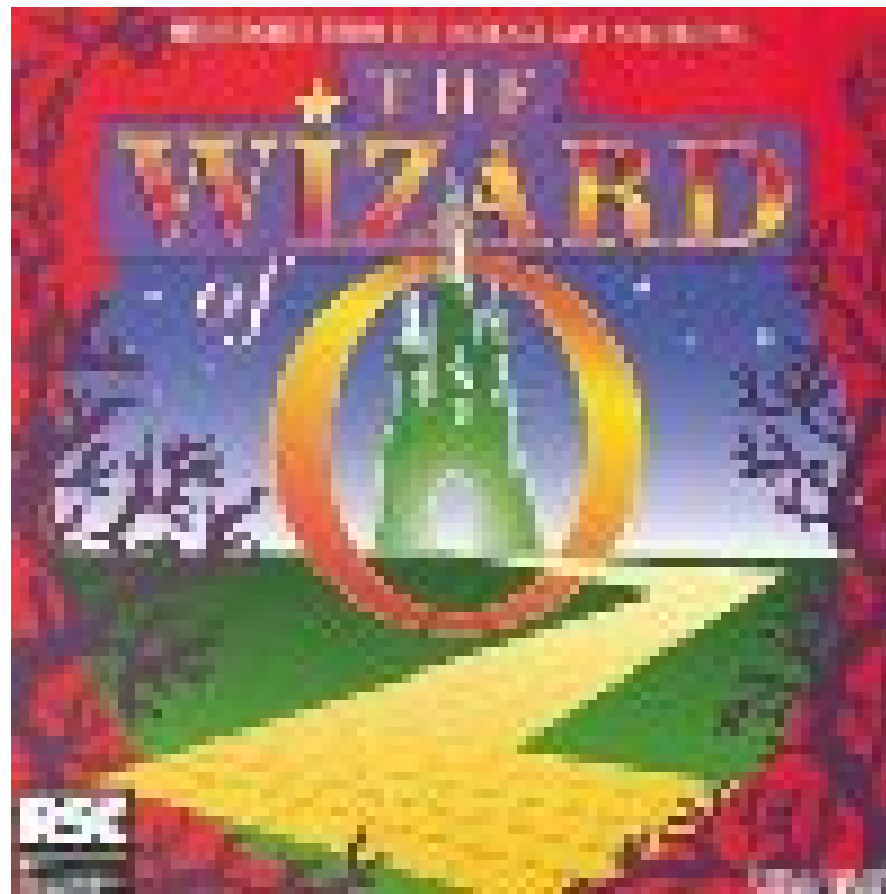


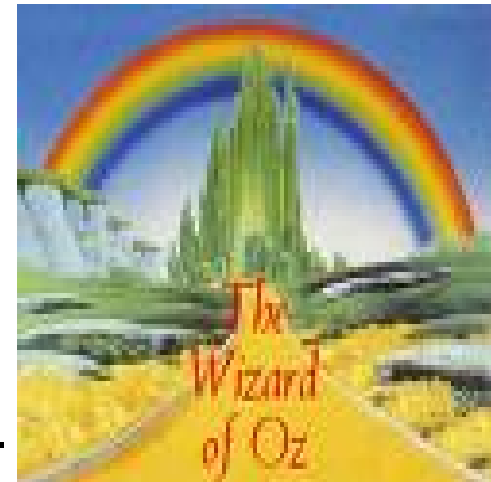
# Follow the Yellow Brick Road





# Somewhere Over the Rainbow

- Somewhere, over the rainbow, way up high.  
There's a land that I heard of  
Once in a lullaby.  
Somewhere, over the rainbow, skies are blue.  
And the dreams that you dare to dream  
Really do come true.  
Someday I'll wish upon a star and  
wake up where the clouds are far  
Behind me.  
Where troubles melt like lemon drops,  
Away above the chimney tops.  
That's where you'll find me.  
Somewhere, over the rainbow, bluebirds fly.  
Birds fly over the rainbow,  
Why then - oh, why can't I?  
If happy little bluebirds fly beyond the rainbow,  
Why, oh, why can't I?



# Movie: The Wizard of Oz

- Transported to a surreal landscape, a young girl kills the first woman she meets then teams up with three complete strangers to kill again

Dorothy discovers she is no longer  
in Kansas











# LEADERSHIP

- Using personal traits and power to constructively and ethically influence toward an end-point vision
- Steps to achieve the goal are unknown, must be decided along the way or adapted from what is known.
- The leader builds and forges relationships to empower those being led

# LEADERSHIP

- Ethical leadership does not involve coercion or manipulation, because the leader makes known to followers the goal being tackled, whereas in coercive or manipulative relationships this information is intentionally withheld from followers.



# Leadership

- Think of leadership as delving into uncharted territory, dealing with and composing strategies as-you-go to handle details that could not be predicted, while inspiring others to get the job done



# Followership

- Healthy and assertive use of personal behaviors contributing to the achievement of outcomes, while practicing acquiescence in some tasks, such as direction setting, politicking, pacesetting or planning, to the individual leading the change
- It is not passive but behaviors that demonstrate collaboration, influence and action with the leader



# Collaboration

- A communication process among individuals of
  - a. differing disciplines or rank who
  - b. band together for problem solving and
  - c. discern innovative solutions beyond discipline or rank
  - d. enact change that reflects a higher standard leading to....

# Partnerships

- Relationship between service, education and regulation
- Collaboration of interdisciplinary teams
- Evidenced based practice
- Use of technology/informatics
- Provides increased access and inclusion
- Innovative with enhanced opportunities

# The task at hand...

- Establish context (we can do it together)
- Understand that the leader has to help integrate concepts of negotiation, partnership and resources
- Propose new patterns
- Imagine outcomes (resource restricted environments)



# Habitual conflict responses

- Manipulation vs. collaboration
- Belief in the omnipotent
- Lack of crucial conversation



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**“So this is how you get those Random Effects!”**

- Authentic collaboration and partnerships are a moral imperative, without these we do harm. Negotiation is an essential competency
- We must engage conflict not deny it, engage in resolution building and move away from competition to collaboration



Things do not change. We  
change

Henry David Thoreau

# Lessons

- Leadership
- Collaboration
- Courage



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"One for the yellow brick road?"

- Follow the Yellow Brick Road )

Follow the Yellow Brick Road. Follow the Yellow Brick Road.  
Follow, follow, follow, follow,  
Follow the Yellow Brick Road.  
Follow the Yellow Brick, Follow the Yellow Brick,  
Follow the Yellow Brick Road.

We're off to see the Wizard, The Wonderful Wizard of Oz.  
You'll find he is a whiz of a Wiz! If ever a Wiz! there was.  
If ever oh ever a Wiz! there was The Wizard of Oz is one because,  
Because, because, because, because, because.  
Because of the wonderful things he does.  
We're off to see the Wizard. The Wonderful Wizard of Oz

Imagination is more important  
than knowledge

Albert Einstein