

### Smart Habits Distinguish Winning Executives

In [\*Lead the Way\*](#), Rob Holman suggests that executives “redefine what success is based on the things that really matter to us.” “Lead Yourself First” by getting back to the basics of healthy living and practicing “the Sabbath Principle” of “having at least one day per week of rest to enjoy what was accomplished throughout the week.”

**IP Insight:** Discover how you can serve yourself as a leader before you decide how to serve others. Reconnect to your personal and professional mission, vision, and values. Develop a strategy to renew knowledge, broaden experience, build new skills, and operationalize your personal approach to leadership.



### The 100 Year Career

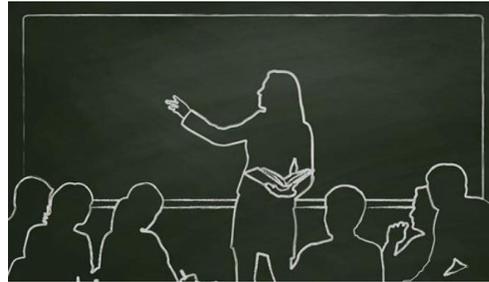


The United States may be moving toward 100-year careers, according to [\*Axios\*](#)’ reporting of a Pearson and Oxford University study. The conclusions made about young people also apply to current executives and the need to accumulate deep knowledge and skills; focus on blending STEM skills with people skills. Return to college again and again to refresh the mind.

**IP Insight:** Reflect on how you would prepare for a 100-year career as more people reach the age of 104 or more. Identify the elements of a basic and advanced education—from content, competencies, and skills, to learning strategies and channels.

## Lead as a Teacher, Learner, Mobilizer, and Giver

Leaders are teachers; they empower others to grow, according to a [Quartz at Work](#) analysis of the work of Henry Mintzberg. Leaders are also learners; they embrace change and experimentation. Finally, leaders are mobilizers and givers as they play “the long game by putting others first.” Leaders can select from among the four models by asking: “How can I help my teams do their best work?”



**IP Insight:** Consider how well you transition in and out of the four leadership models or roles of teacher, learner, mobilizer and giver. How does working within each model build trust and transparency within your organization and the healthcare system?

## Empathy is the Essence of Leadership



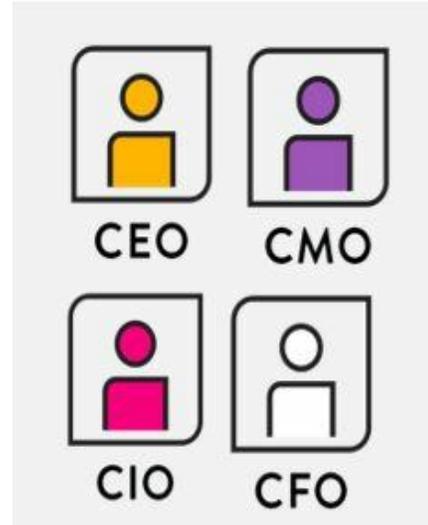
Empathy is an underutilized and underrated leadership skill, according to [Forbes](#). Authentic leaders must build trust by showing empathy for professional colleagues, consumers, and even business competitors.

**IP Insight:** Consider how you reveal empathy to employees, providers, payers, suppliers, and patients. How do you “enable them to be successful by taking barriers out of their way and supporting them?” Reflect on how enhanced trust and empathy could turn people into the best versions of themselves.

### C-Suites Are Tight on Space

C-Suites are getting crowded, according to [Fast Company](#). The “alphabet soup” of titles includes chief officers of revenue, experience, innovation, transformation, and even happiness. Executives should evaluate the impact of newly minted chief officers on decision-making, innovation, organizational focus, and culture.

**IP Insight:** Carefully consider if you need a new chief officer of experience, engagement, incentives, digital, data, commerce, or product. Evaluate the impact of new titles and positions on organizational culture, market expansion and revenue growth.



### The Emerging Symphonic C-Suite

Eighty-five percent of respondents to a [Deloitte survey](#) favor a symphonic C-Suite that relies on a team-based, cross disciplinary approach to tackling complex problems. However, 73 percent of respondents admit that executives rarely engage in collaboration. Collaboration is essential as C-Suites consider how to invest in employees’ professional development and address employees’ needs on a personal level.

**IP Insight:** Evaluate changing workforce expectations and how technology will shape organizations’ human capital needs. Consider how well your organization invests in employees’ professional development, offers frequent, personalized incentives, and implements workforce well-being strategies. To what extent will the workforce need enhanced skills in complex problem-solving, cognition, and interaction via work-based social media?

