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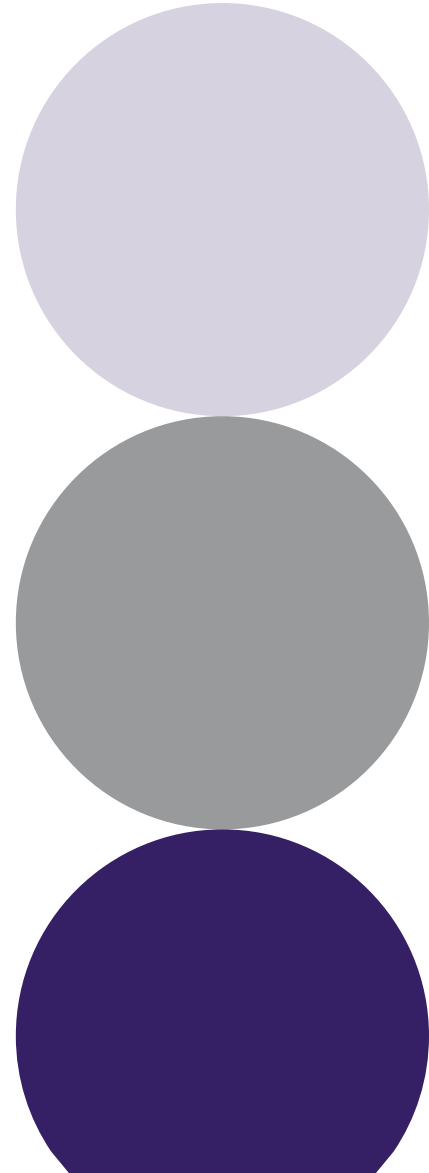
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# Collaboration & Leadership

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AAO/AAOE 2022





# Financial Disclosure

- I have the following financial interests or relationships to disclose:
  - Alcon Laboratories, Inc.: Lecture Fees/Speakers Bureau
  - Evolve Medical Education, LLC: Lecture Fees/Speakers Bureau
  - iVeena Delivery Systems Inc.: Equity/Stock Holder - Private Corp





# The essence of collaboration

- Collaboration is a mutually beneficial and well-defined relationship entered into by 2 or more organizations to achieve common goals. (**Results**)
- The relationship includes a commitment to a definition of mutual relationships and goals, a jointly developed structure and shared responsibility, mutual authority and accountability for success, and sharing of resources and rewards. (**Amplify Strength**)

# Tobias and the Angel

“In this deeply pleasing and sprightly painting, we can see the power of a master-pupil collaboration.”

Walter Isaacson

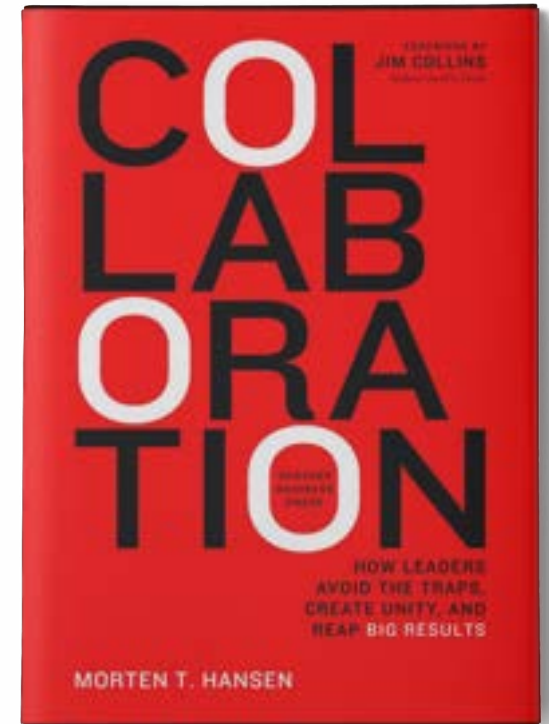
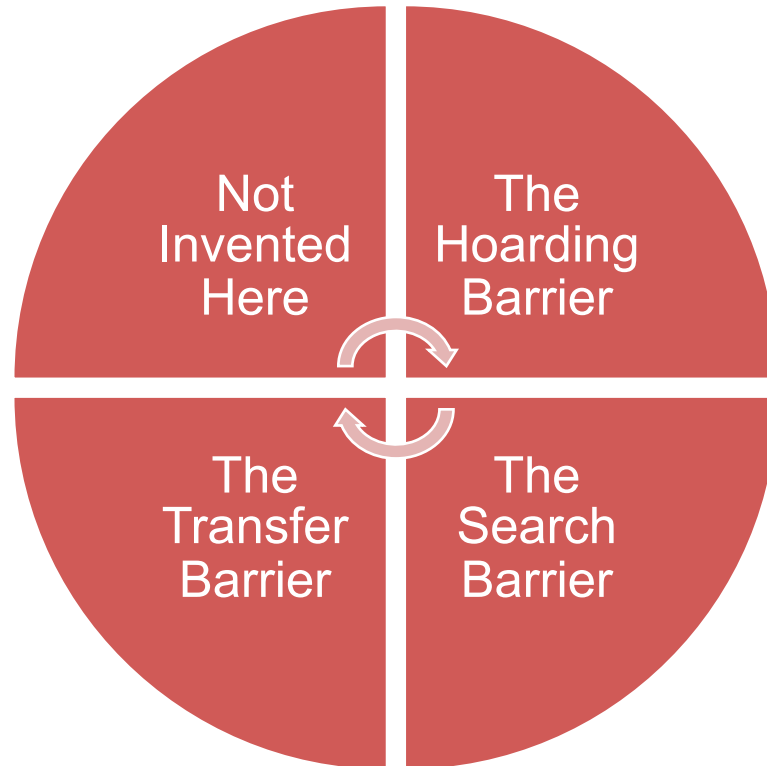
*Leonardo da Vinci*



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# Four barriers to collaboration



# Cultivate T-shaped management

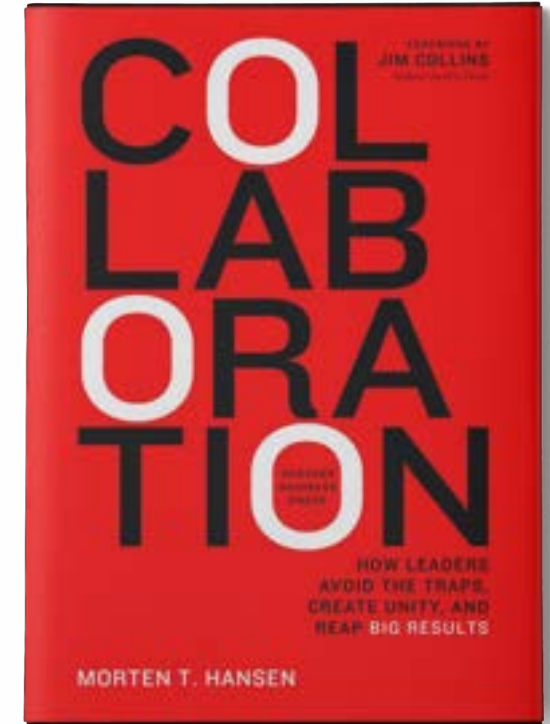
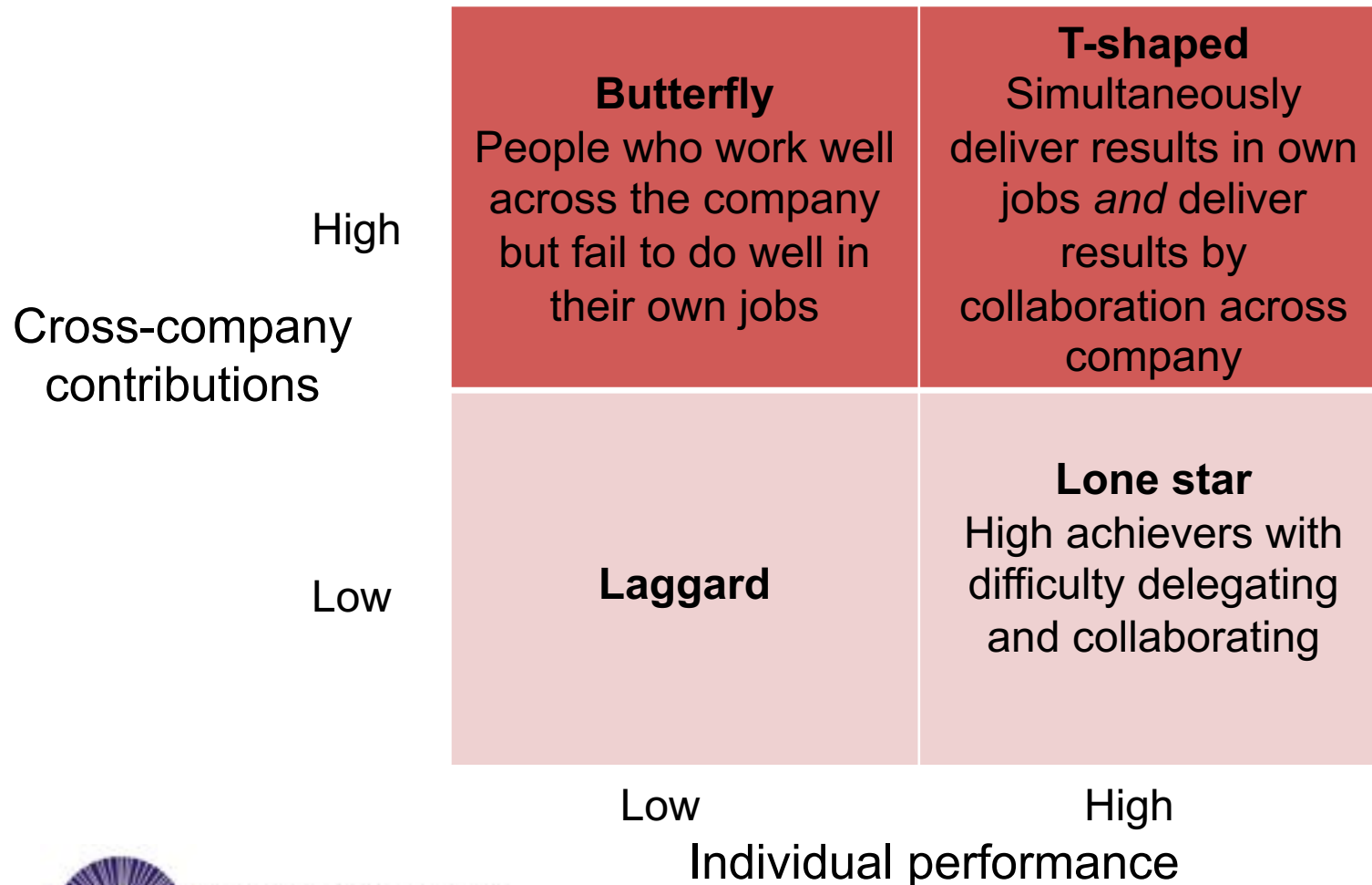
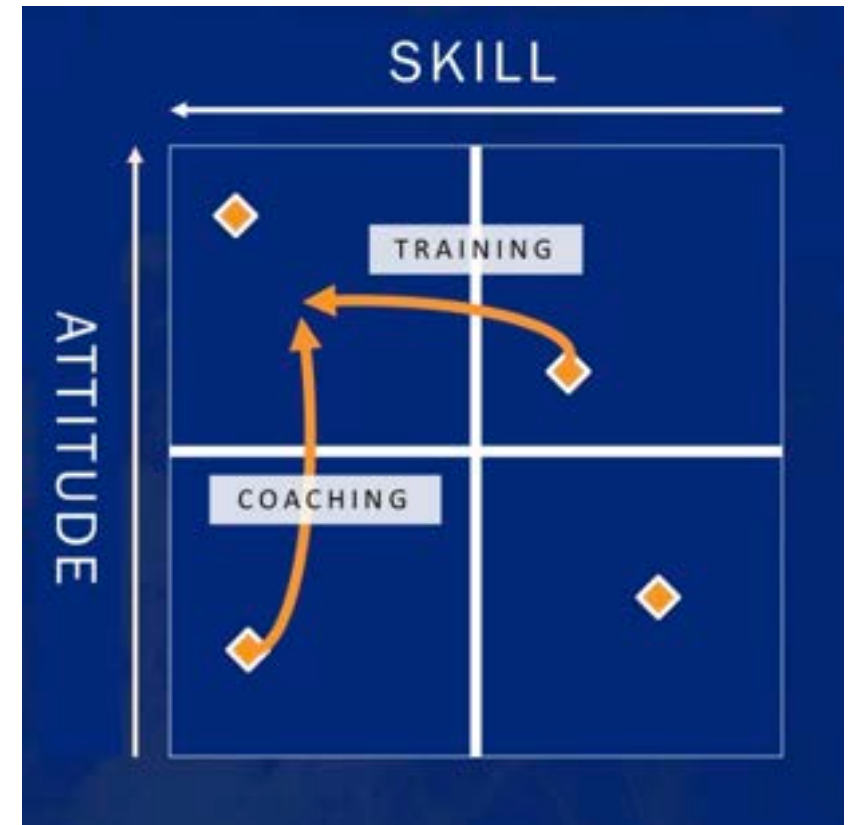


Figure 5-1 (page 96)

# T-shaped management vs. Skill/Attitude

Cross-company contributions	High	<b>Butterfly</b> People who work well across the company but fail to do well in their own jobs	<b>T-shaped</b> Simultaneously deliver results in own jobs <i>and</i> deliver results by collaboration across company
	Low	<b>Laggard</b>	<b>Lone star</b> High achievers with difficulty delegating and collaborating
		Low	High
		Individual performance	



Matt Jensen, Principles of an Exceptional Patient Experience, ECL Summit 2019

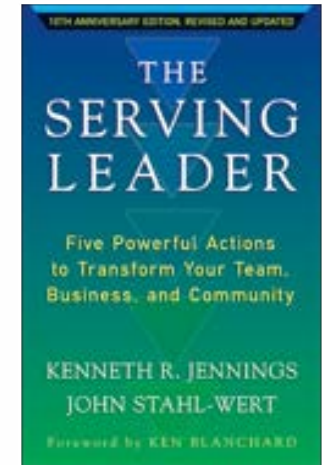
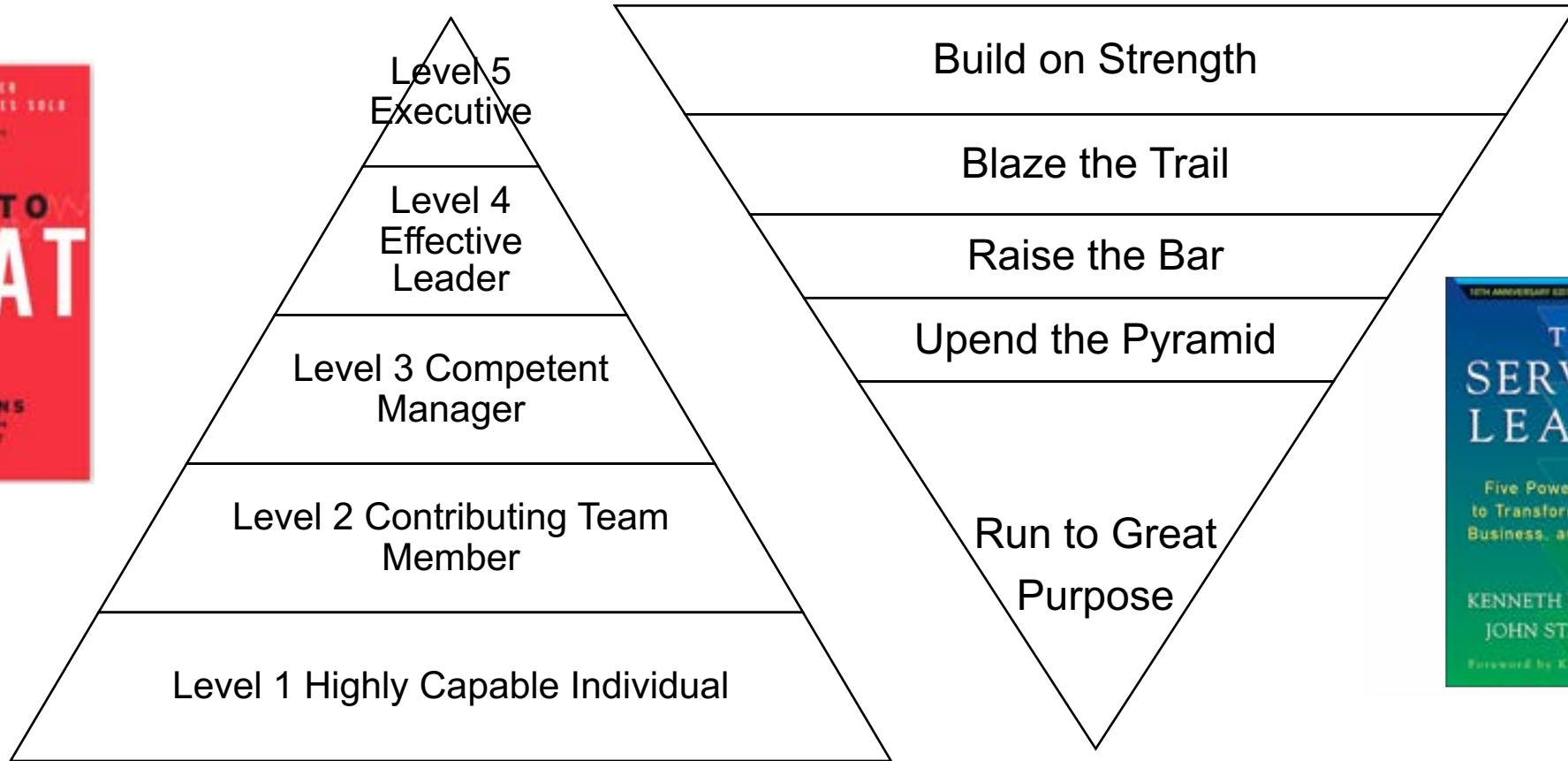
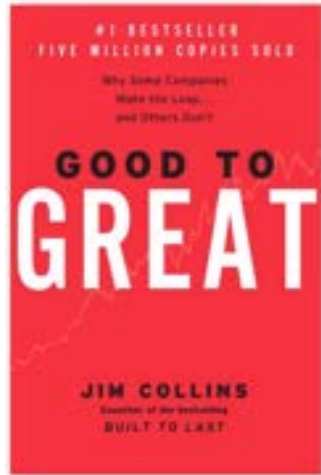
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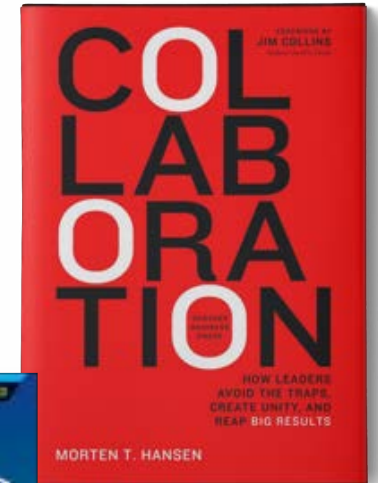
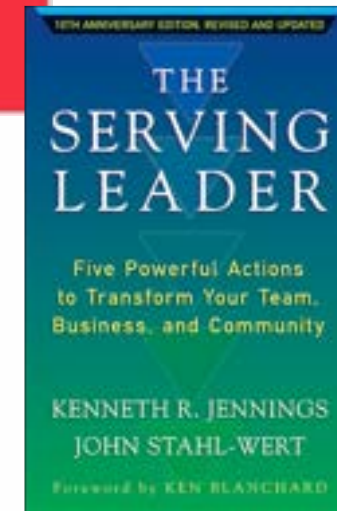
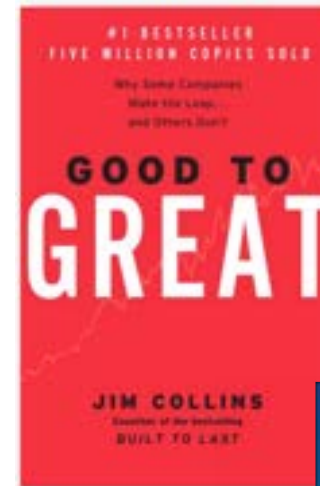
# The Level 5 and Serving Leadership



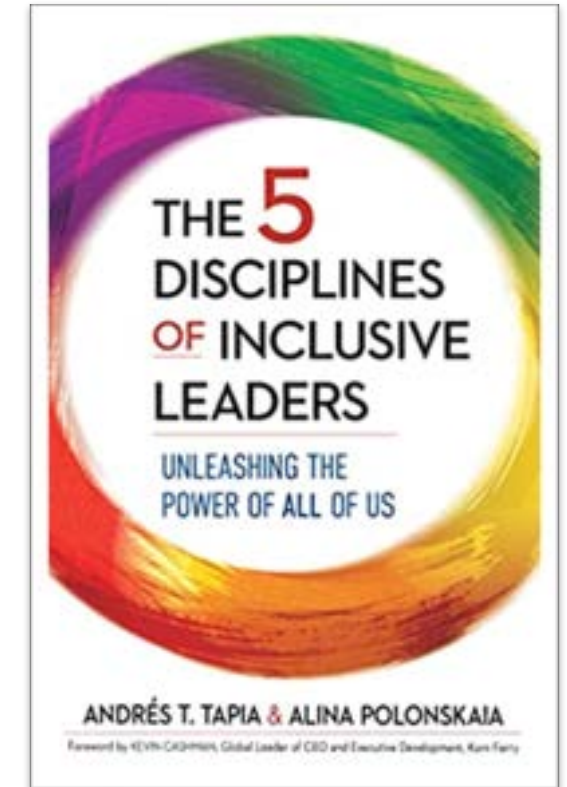


# Level 5, Serving Leadership & Collaboration

- Personally humble
- Run to Great Purpose
- Devoted to service of others
- Organizational performance
- Disciplined collaboration optimizes results



# The Inclusive Leader



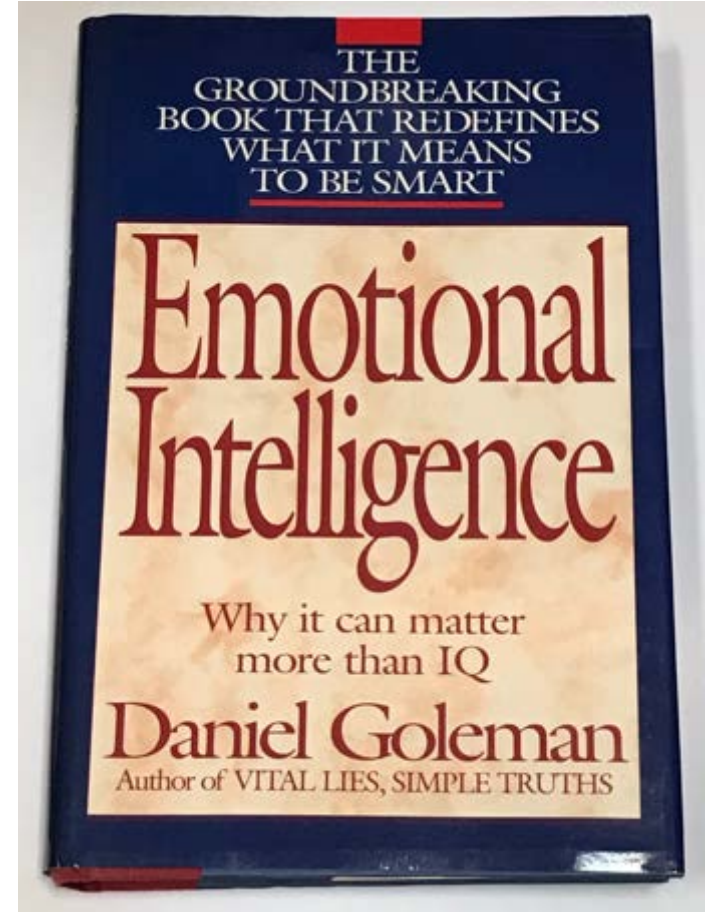
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<https://www.kornferry.com/insights/featured-topics/diversity-equity-inclusion/develop-inclusive-leaders-at-scale>

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# Emotional Intelligence

- Self-Awareness
- Self-Management
- Self-Motivation
- Empathy
- Handling Relationships



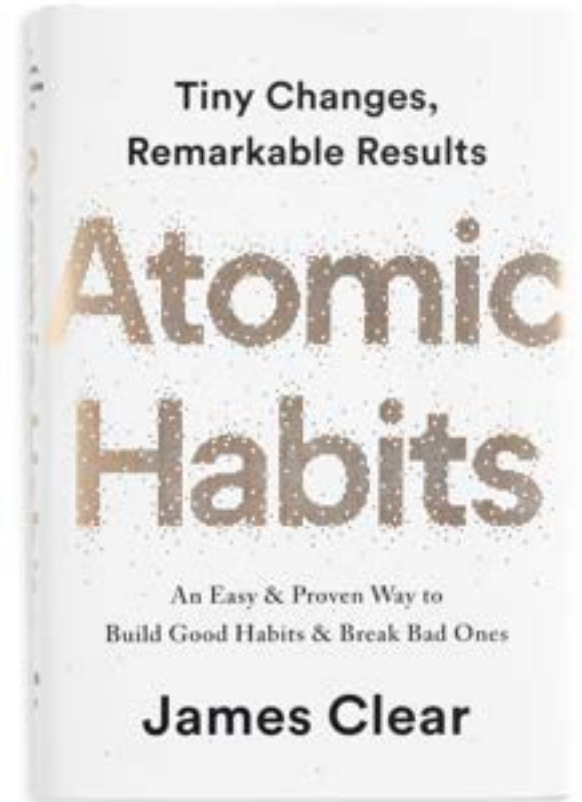
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# Four Laws of Behavior Change

- Make It Obvious (Cue)
- Make It Attractive (Craving)
- Make It Easy (Response)
- Make It Satisfying (Reward)

... to create a Good Habit





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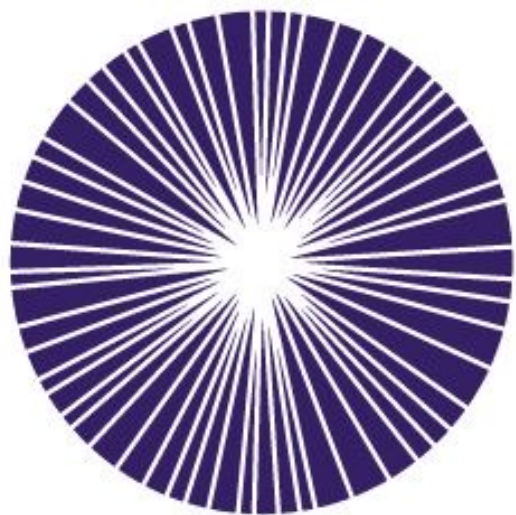
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