



Leadership in Healthcare Nutrition in 2022

How the GAME Has Changed

Suzanne Ousey, RDN, CEO

Leadership Definition Wikipedia



Both as a research area as a practical skill, encompasses the ability of an individual, group or organization to “lead”, influence or guide other individuals, teams, or entire organizations.

So.. It is not about titles, status, power. It involves much more.

Empathy, Compassion, Vulnerability

Pria Parka: “This is once in a lifetime opportunity to rethink how we do things”

What's Going on in the Current Foodservice Workforce?

We cannot return to what it was before:

Why?

People are struggling

Due to the Fact:

- Lack of Control
- Change in Job Market for Food Service Employees
- It is hard work with little recognition or reward
- Competition in the Market place
- Training, scaffolding, competency
- New schedules, poor habits,
- Mental illness
- Anxiety

How to Generate Disruptive Ideas Innovation



Daring Leadership in a Culture Defined by Scarcity, Fear, and Uncertainty Requires Skill!



- When we Dare to lead, we do not pretend
- Ask the right questions
- We do not avoid difficult conversations
- Lean into the discomfort
- Stay Curious



Recruiting



To get the candidates you want!



Know the Job Market Competition



Know the jobs you are competing with



Present the facts in the expectations

The Screening

- Know where to place ads and as for assistance in writing an attractive ad.
- Meet all expectations of the ad
- Welcome all candidates despite experience get to the if they have can do attitude
- Know the barriers of candidates

DI And DEI



Successful Onboarding



Set Expectations

- Training
- Competency
- Return Demonstration

Continued Success

- Scaffolding
- Team building
- Team Trust
- Review failures and celebrate success
- Retention
- Referral

Great Expectations!



Professionalism
Educated
deadlines
Friendly ^{Work}
Resilient
ethic Meet
humorous
Motivation

Mentoring Creates...



- Trust
- Teamwork
- Clarity



Stay current and share:



Now more than ever
Ethics are in
command

These are all skills
not taught to us in a
classroom

Human skills need to
be coached

Sometimes that
needs to be outside
of the
workplace

Resources:



Brene Brown : Dare to Lead

Dare to lead Podcast: Dare to Lead on Spotify

Kaihan Krippendorff: Driving Innovation from Within

Don Miguel Ruiz: The Four Agreements and Fifth Agreement

Questions?
Thank you for your time!

