

# From Navy to Healthcare: Key Leadership Lessons



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# Sun Zi (孙子)

## A leader:

Is Selfless

Cares for people

Cares for organization

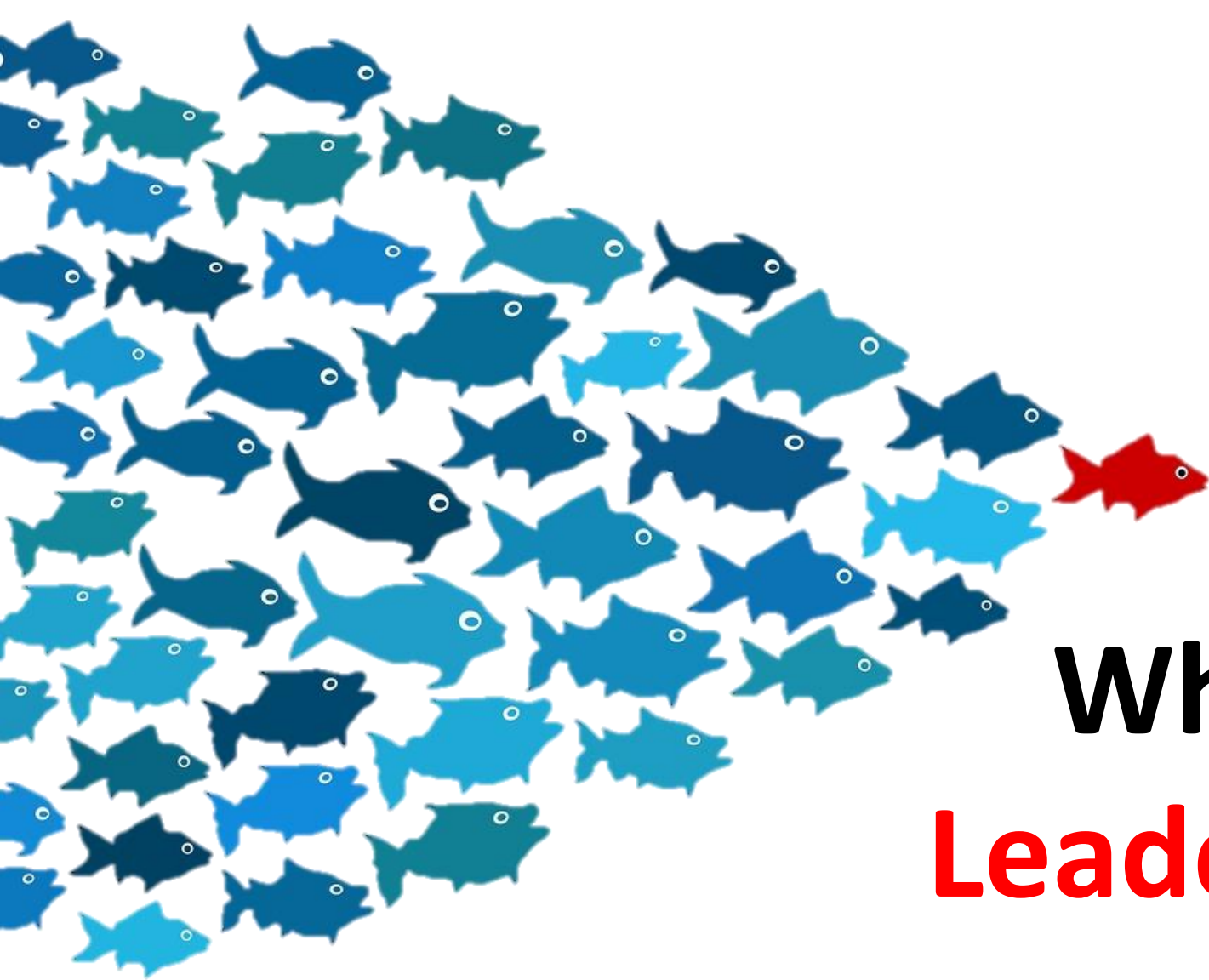
## A leader:

Balances between People  
and Task



进不求名  
退不避罪  
唯民是保  
利和于主  
国之宝也

- ...advances without thought of seeking personal glory or fame,
- retreats without fear of punishment,
- whose concerns are on protecting the welfare of his people and
- upholding the interest of his ruler.
- Such a person is a 'jewel' of the nation.



# What is Leadership?

# TWM's simple understanding of Leadership

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## A Leader...

A leader is one whom people are willing to follow into hardship, when they have a choice not to.



Winning the hearts and minds of our people

A leader behaves in a consistent manner that engages people at all levels, and brings out the best in them.



Consistent Behaviour

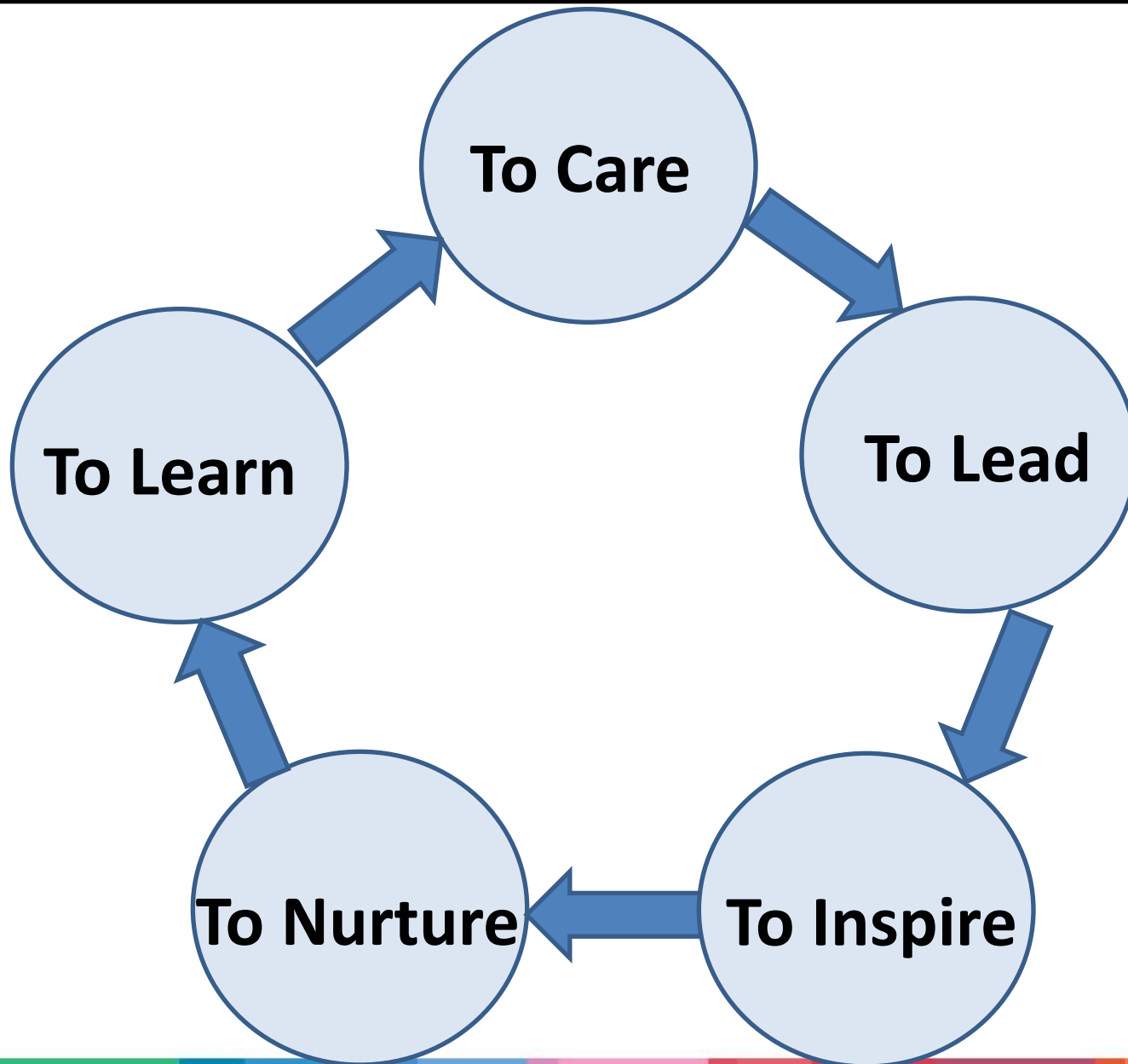
A leader achieves results through people, by caring for them, inspiring them, nurturing them and empowering them.



Team building

# Leadership Cycle

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# Leadership Cycle

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## To Care

### Be Sincere

#### Care for :

- People
- Organisation

“The day soldiers stop bringing you their problems is the day you have stopped leading them.

They have either lost confidence that you can help or concluded that you do not care.

Either case is a failure of leadership.”

*-Colin Powell-*

“People don’t care how much you know until they know how much you care.”

*-Theodore Roosevelt-*

# Journals from Recruits

Tough routine!  
Demanding supervisors!  
Doing menial work!  
**Shouldn't have signed on!**

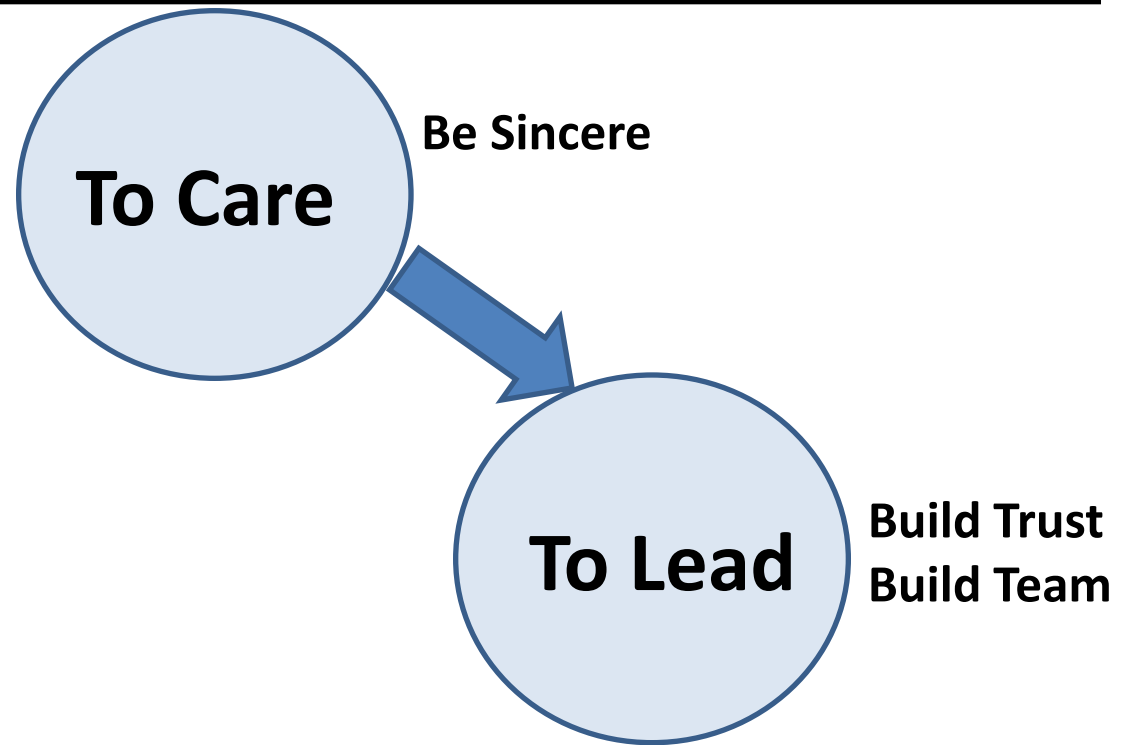
Tough routine!  
Demanding supervisors!  
Doing menial work!  
**Thanks to my supervisors for  
caring for me!**



Demanding high standards and  
caring for our people  
are **not** mutually exclusive

# Leadership Cycle

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# Leadership Cycle

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Getting the right people on the bus, the wrong people off the bus, and the right people in the right seats...

*-Jim Collins-*

**“WHO” before “WHAT”**

**To Lead**

Build Trust  
Build Team



# Map of the 3 Kingdoms (AD 220 – 280)

## Liu Bei



- ❖ As a ruler, Liu Bei loved his people and treasured talented people.
- ❖ As an individual, he was fair and sincere, humane, righteous and humble.



## Cao Cao



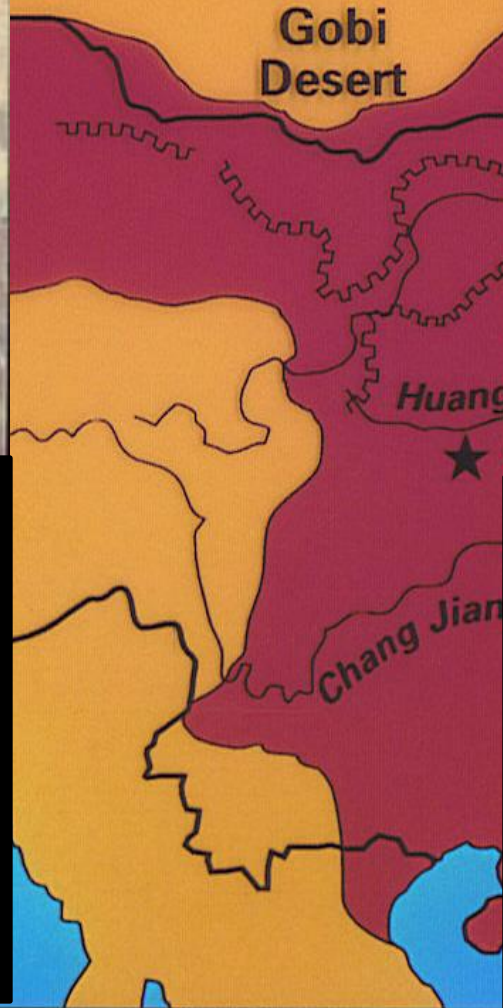
- ❖ Considered as an excellent strategist, formidable politician and military leader.
- ❖ A bold, shrewd and domineering leader who gradually rose to great powers.

# Map of the Han Dynasty

## Liu Bang (刘邦)



- ❖ The founder and first emperor of the Han Dynasty. Ruled China from 202 to 195 BC.
- ❖ He was noted for his benevolence. He established policies that were less harsh. He allowed more freedom and lowered taxation.



## Xiang Yu (項羽)

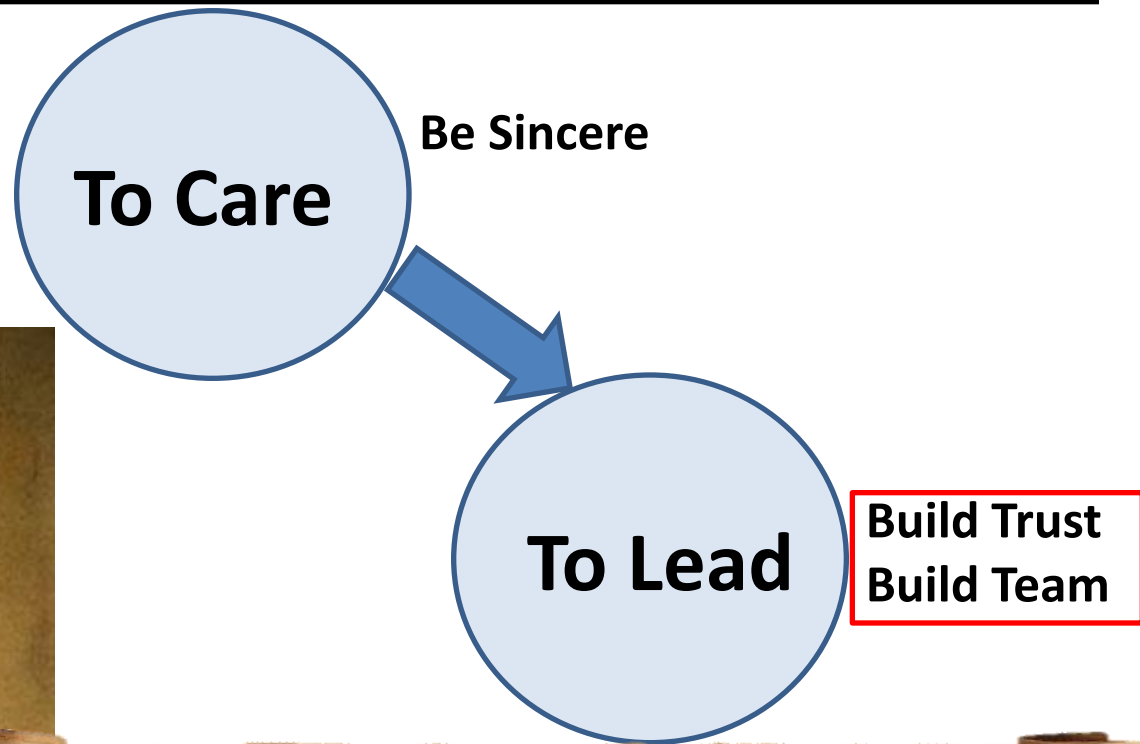


- ❖ He was a prominent warlord and engaged Liu Bang in a long struggle for power, and lost.
- ❖ Xiang Yu was a great strategist, but was extremely ruthless and ruled by fear.

# Leadership Cycle

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Confucius 551-479 BC



~~足兵 'Sufficient Soldiers'~~

~~足食 'Sufficient Food'~~

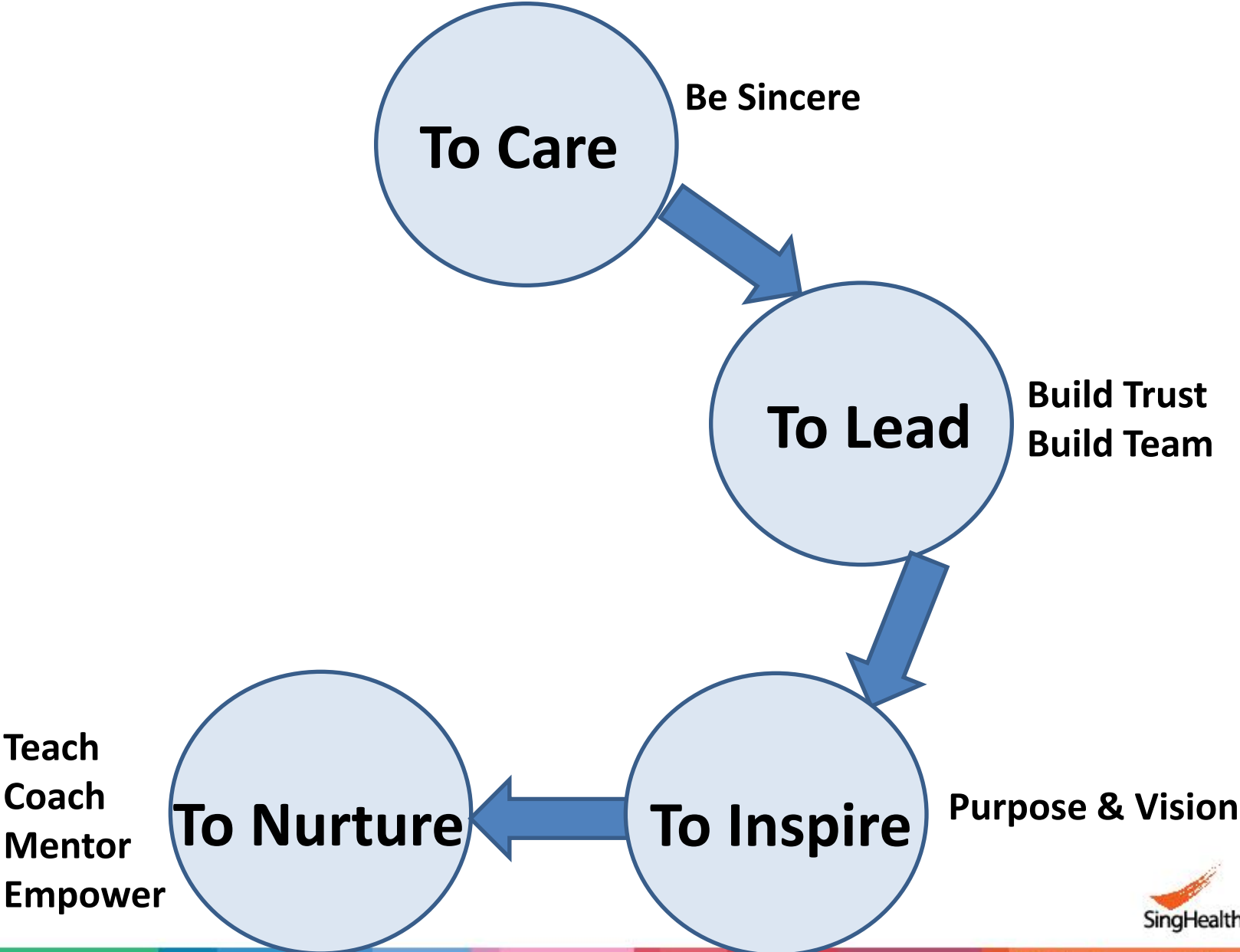
民信 'Trust of the People'

自古皆有死，民无信不立

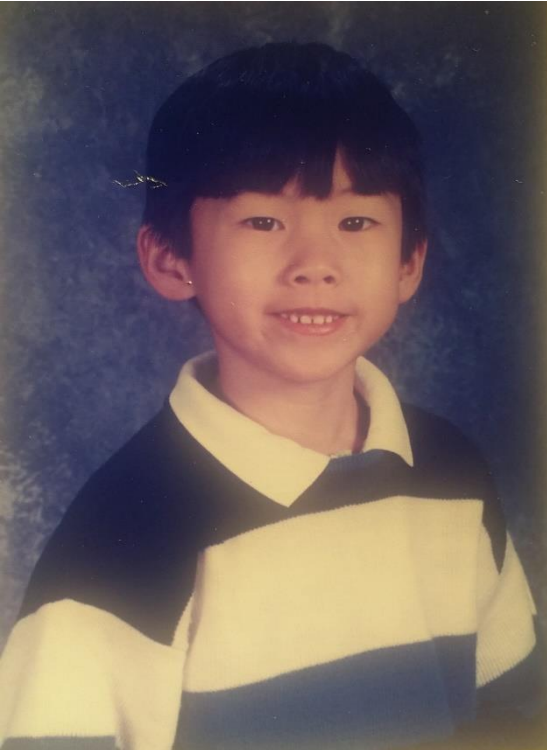
'Without the trust of the people,  
a nation will surely decline'

# Leadership Cycle

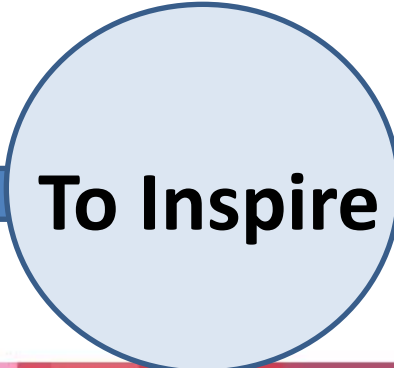
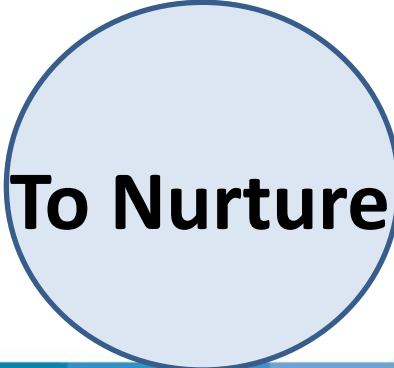
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# Leadership Cycle



Teach  
Coach  
Mentor  
Empower



Purpose & Vision





**To Nurture**



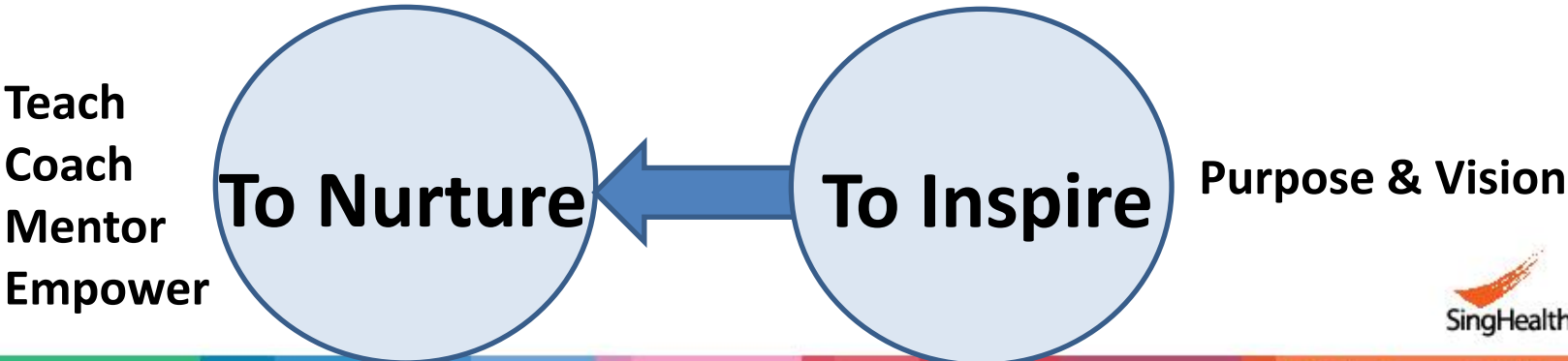
**To Inspire**

# Leadership Cycle



Part of my email:

*...We are looking for volunteers who are keen to be part of this contingent. No military or marching experience is required. However, there will be about 15 training sessions/rehearsals commencing at end of April, mostly on Saturday afternoons/evenings....*





# Other Participants for NDP 2015



# SingHealth's Participants for NDP 2015





## First Training Session



# SingHealth's Participants for NDP 2015



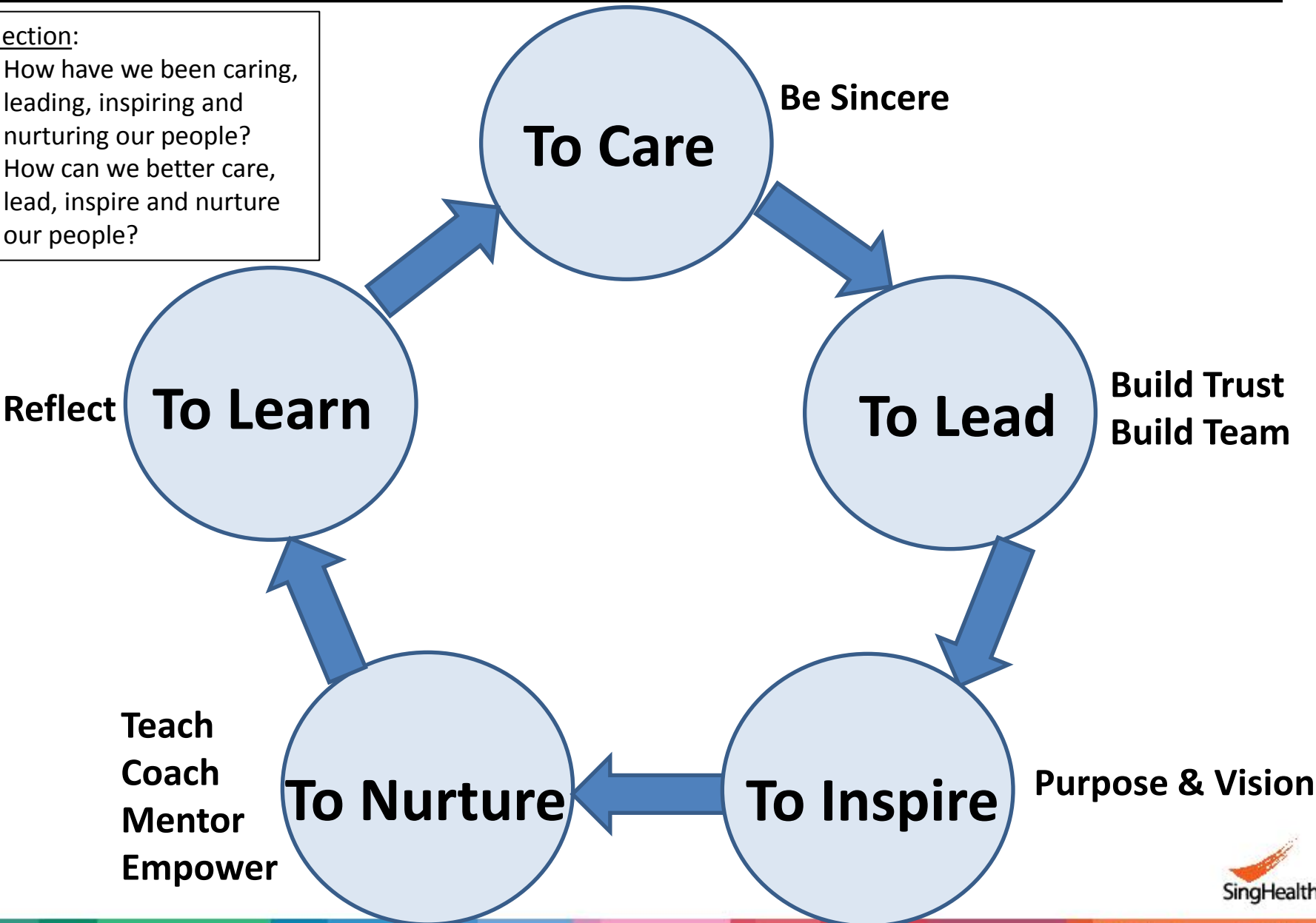
# NDP 2015



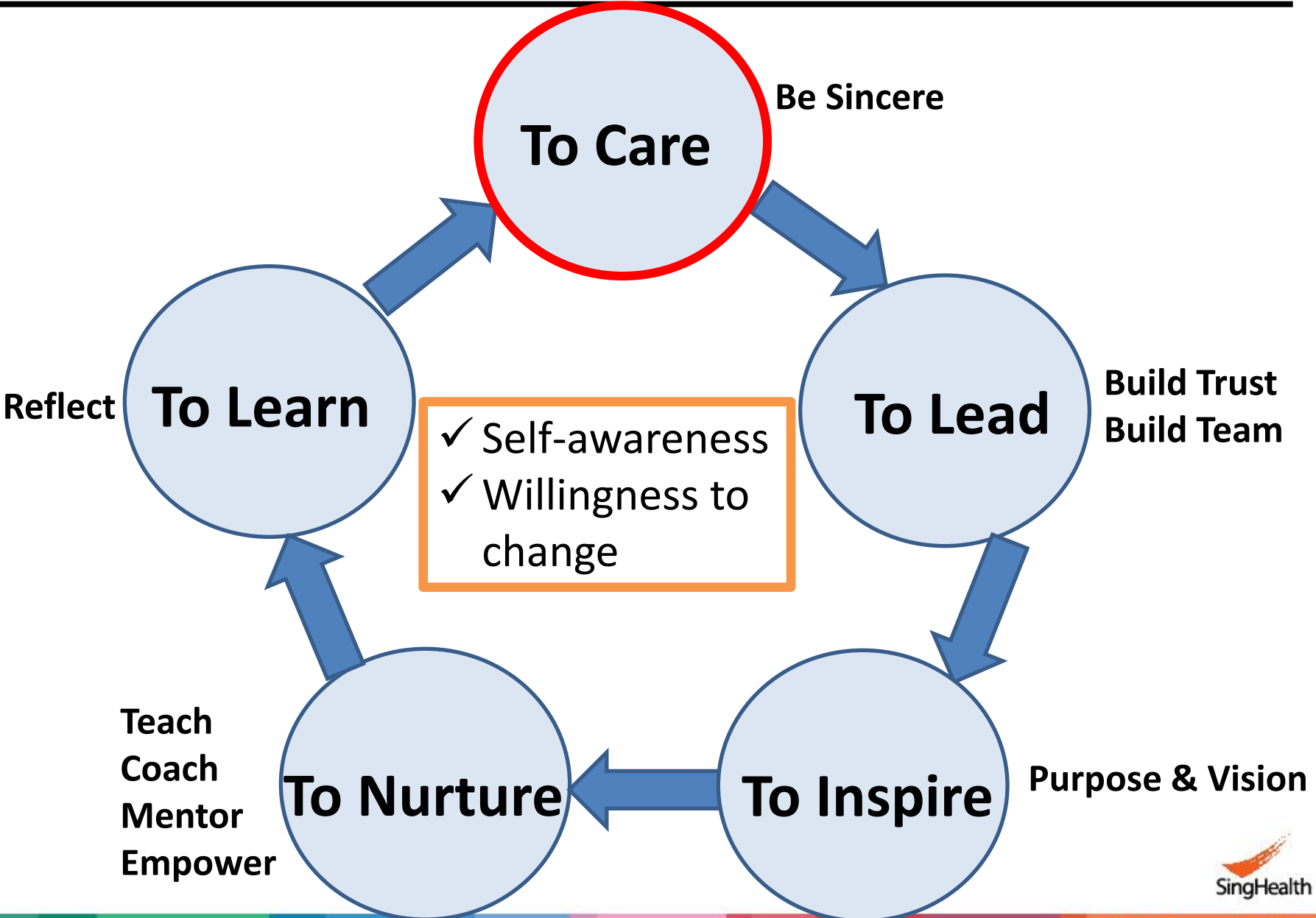
# Leadership Cycle

Reflection:

- How have we been caring, leading, inspiring and nurturing our people?
- How can we better care, lead, inspire and nurture our people?



# Leadership Cycle



# Thank you



**PATIENTS. AT THE HEART OF ALL WE DO.**

