

Fireside Chat



Transformative
Leadership
& the Role of Failure

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My Leadership Journey

"The best part was, I didn't know what I
didn't know, so I wasn't afraid"
-R. Jensen



It's not failure that defeats us, it's the fear of failure.





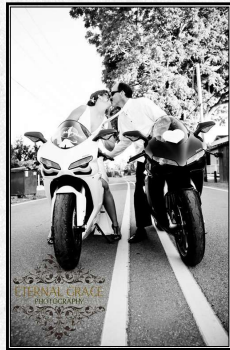
LESSONS FROM MY DAD

- Life is short
- Live every day as if it is your last
- Have no regrets each night
- Say "I love you" more
- If fear holds you back, you will never experience all that life has to offer
- Bucket List

What We Learn From Failure

The lessons from my father helped me to overcome my fear of failure. By trying new things, I learned that failure is just a lesson on what to do differently next time.

Failure is just one data point on your journey to success.



HARNESS the Power of Failure

Learning from Failure

- Nobody died
- What not to do
- What you should do
- How to improve next time
- Get up and get going again
- Perfecting your craft
- The pursuit of excellence

Every failure is a lesson learned about your strategy.

-Thomas A. Edison



DIFFERENTIATING LEADERSHIP

A simple thank you note made it all clear:

"Thank you for giving me the gift of a safe place to fail. I could reach my full potential because I wasn't afraid of failure. I could dig deep and get crazy creative. I could try new things, implement new ideas and get better each time all because I wasn't afraid."



CREATE A SAFE ENVIRONMENT FOR "FAILURE"

- It's NOT lack of accountability
- Give permission
- Not knowing how is ok, offer to help
- Don't get mad or frustrated
- Safe to tell you when things don't go well
- It's ok to fail fast and course correct
- Don't expect perfection
- Experimentation is the process of great discoveries
- Be there to help fix, diagnose or create a new plan
- Talk about "it"!



THINK LIKE A KID AGAIN...



Failure is an important part of the process

"Don't be so dramatic Mom, I've got this!"



FINAL THOUGHTS



1. Recognize when the fear of failure or the unknown is holding you back. Be honest with yourself.
2. Make a conscious decision to embrace the situation as a challenge.
3. Determine if it will kill you or someone else, if yes, are you properly prepared?
4. What do you have to lose? Can it be overcome?
5. Allow your teams to fly. Prepare them, give them the tools they need and be there to pick them up if they fall or celebrate when they fly!

Failure is success if we learn from it.

-Malcolm Forbes

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