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NEWPORT BEACH, CA
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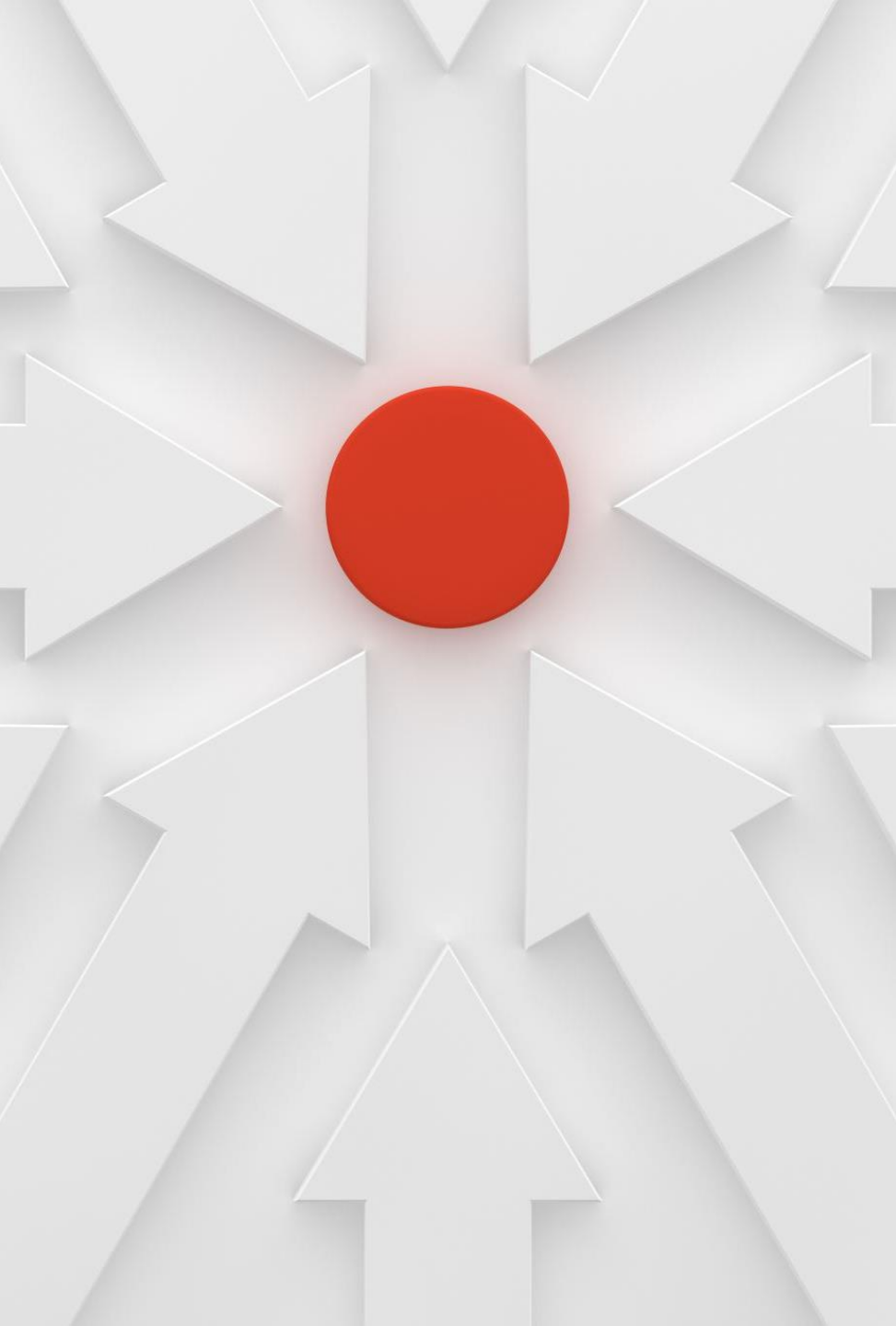
Purpose In Practice: Holistic Leadership Through Aligning
Purpose, People and Performance



Key Insight:
Holistic
Leadership starts
when technical
expertise is no
longer enough.



The shift from being "the expert" to leading a team—scaling a practice and addressing team dynamics.



The Holistic Leadership Framework :

1. Self Leadership Moving Beyond Expertise



o Self-Leadership:
"Understanding
yourself as a leader is
the foundation of
everything."



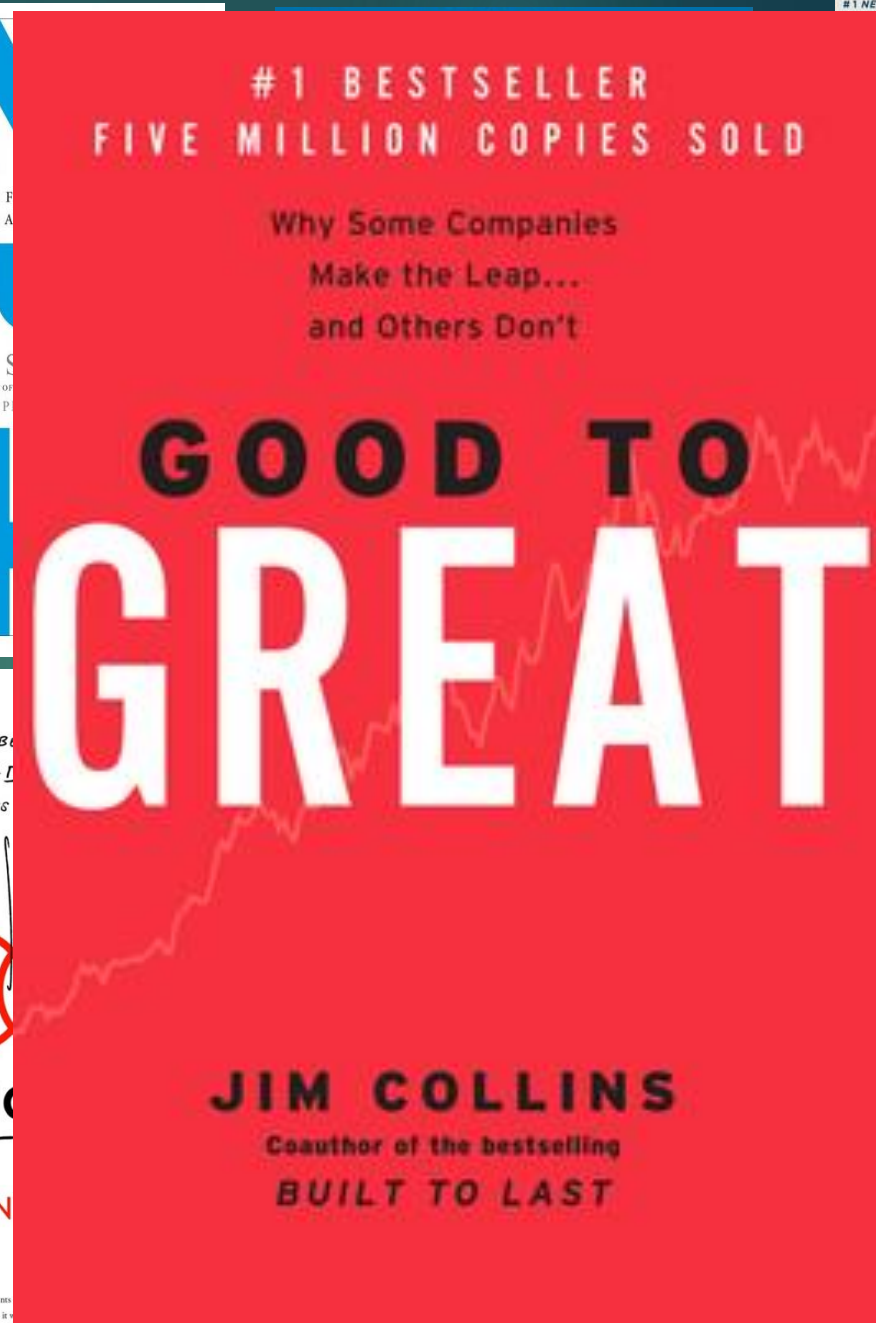
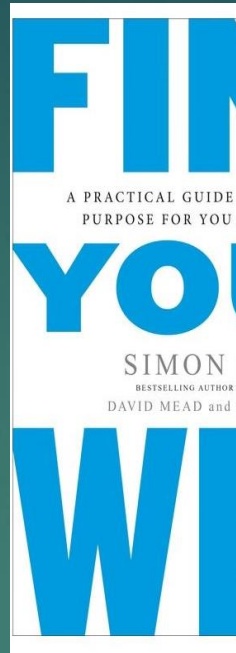
Purpose provides
direction and
motivation



Culture shapes
the environment

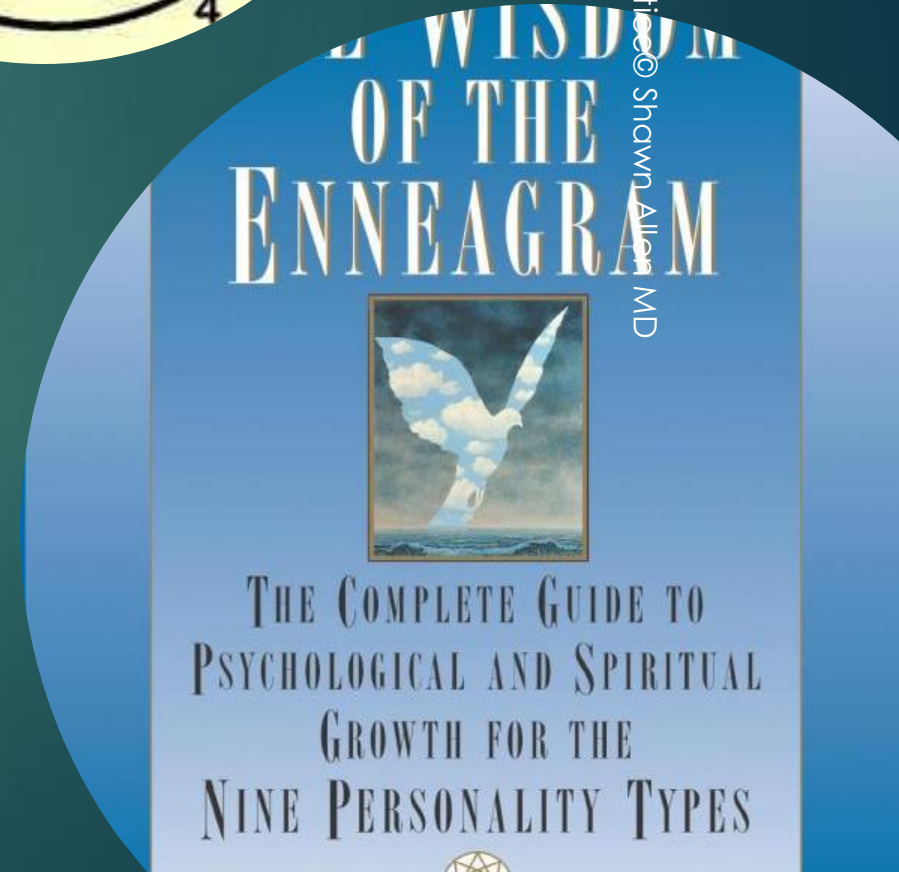


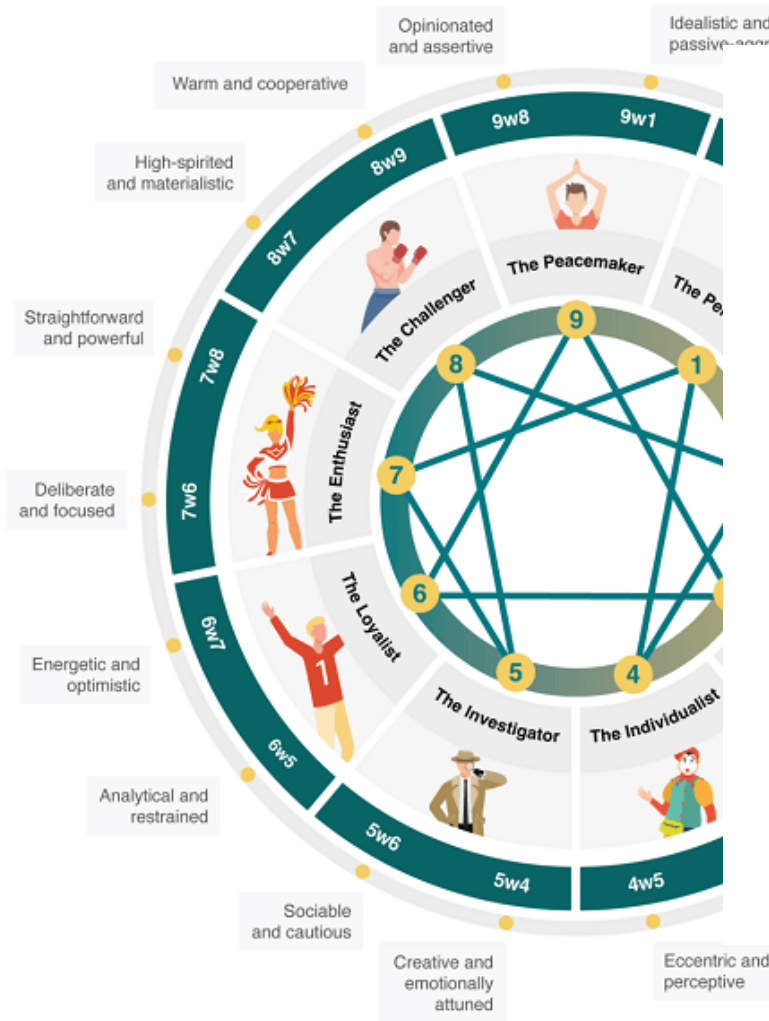
Leadership
guides the way



Do you want to get to know yourself better?

- The Enneagram system:
- Offers deep insight into our core driving motivations, opening up exciting possibilities in the prediction and understanding of human behavior.
- Offers an alternative to seeing everyone as a better or less well-developed version of "me"
- Offers a window into true Radical Self Acceptance as well as Radical Acceptance of Others
- Has roots in ancient wisdom dating more than 2,000 years ago

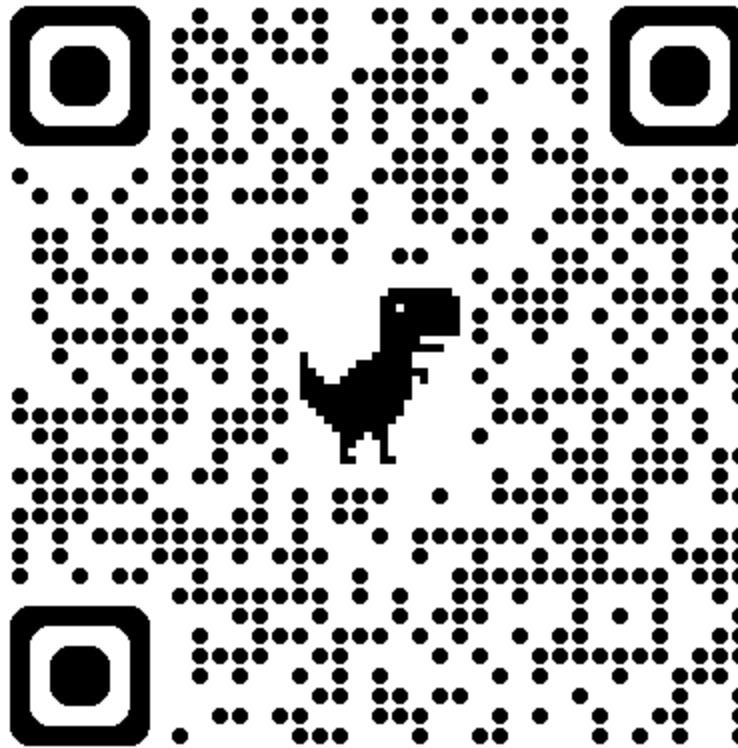




personalitymax

9 STYLES OF LEADERSHIP

By Enneagram Type



REOTYPE

manager

-pleasing

orkaholic

Sensitive

emotional

, Anxious

ack focus

ontrolling

ndecisive

TRUE GIFT

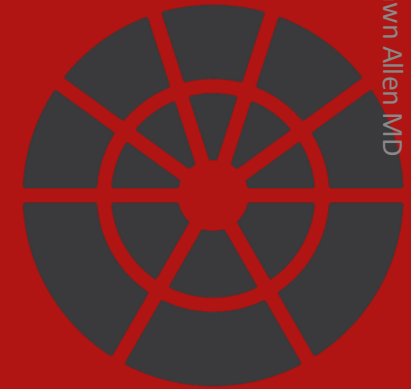
- 1 Discerning, Principled
- 2 Empathetic, Rewarding
- 3 Focused, Efficient
- 4 Authentic, Purposeful
- 5 Objective, Innovative
- 6 Prepared, Strategic
- 7 Visionary, Flexible
- 8 Decisive, Influential
- 9 Genuine, Inclusive

KELLITHOMPSON

Leadership Development: Get A 360 View

Awareness Precedes Choice, Choice Precedes Change

- It is evidence-based with solid data (460,000 leaders and 4 million data points in the database) supporting how and why conscious leaders create better cultures and business outcomes.
- It accelerates growth and effectiveness and is a path to becoming a more conscious and effective leader



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LEADERSHIP CIRCLE
PROFILE™

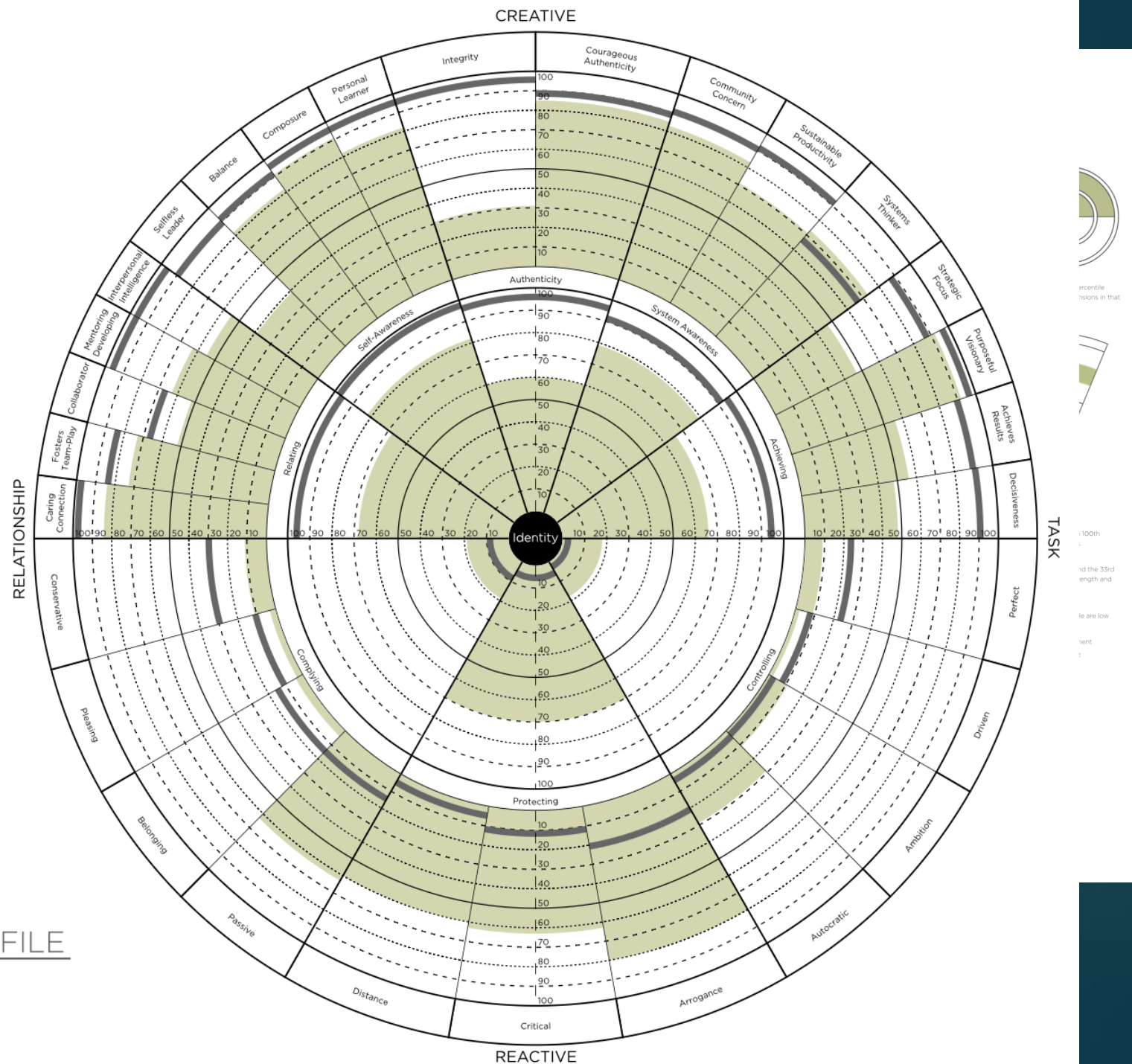
FULL 360 Assessment Results :

The Unlocking Leadership Move: From Physician Clinician to Physician Leader

*The LCP 360 provides a detailed snapshot:
“How are my behaviors and mindset enabling or constraining our purpose and business performance?”*

IMPORTANT TO REMEMBER

- Reactive is not BAD and CREATIVE is not GOOD.
- Both are separate and distinct leadership styles that range on the spectrum of constructive and forward-thinking (Creative) or defensive or self-protective (Reactive)



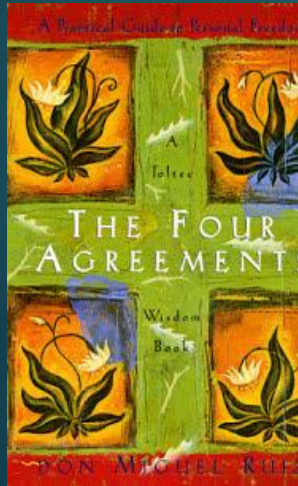


Takeaway: "Leadership isn't just about doing—it's about inspiring, connecting, and growing."



2. Team Leadership:
"Great teams are
built on trust,
accountability, and a
shared vision."

New Hire Orientation Company Overview



DERMATOLOGY
SPECIALISTS

SURGICAL • MEDICAL • COSMETIC

VISION

Through love and compassion, we enhance the way people treat each other, and how medicine is practiced locally, nationally, and globally.

MISSION

Our highest priority is the human experience. We inspire the personal and professional growth of our team, and work to deliver expertise and education to our patients about their skin health needs through the practice of dermatology.

VALUES

- *Connection* – we focus on people at every touch point
- *Expertise* – high level of experience, knowledge, education, training, and curiosity
- *Service* – high-quality, compassionate care
- *Well-being* – state of being healthy and thriving

FOCUS AREAS

Medical + Surgical + Cosmetic Dermatology

TARGET AUDIENCE

Patients in the Greater Front Range (Boulder, Brighton, Louisville, Loveland, Northglenn, and the surrounding areas)

BRAND PROMISE

Conscientious care delivered together

BRAND PERSONALITY

- Personable, warm, thoughtful
- Refined, mindful, intentional
- Trusted, knowledgeable, respected
- Vibrant, energetic, evolving
- Safe, team oriented

Management

- Task-oriented
- Transactional
- Doing things right
- Events and tasks
- Rational thinking
- Instructs people
- Cognitive intelligence
- Relies on authority
- Push-approach
- Status quo

Leadership

- People-oriented
- Transformational
- Doing the right things
- Attitudes and behaviours
- Inspirational and visionary
- Listens and empowers
- Emotional Intelligence
- Leads through others
- Asks people
- Pull-approach
- Risk taking

Manage tasks and lead people

• “Management is doing things right; leadership is doing the right things.” – Peter Drucker



o Business Leadership:
"Leaders must align their
decisions with a clear,
purpose-driven strategy
with a leadership style
that inspires and
empowers others to find
their own gifts."




3. The Role of Purpose in Leadership

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A REASON FOR BEING

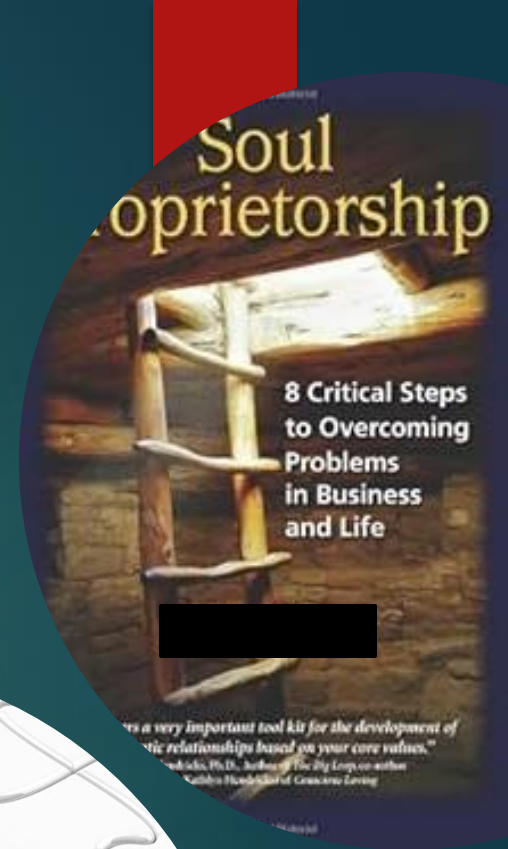
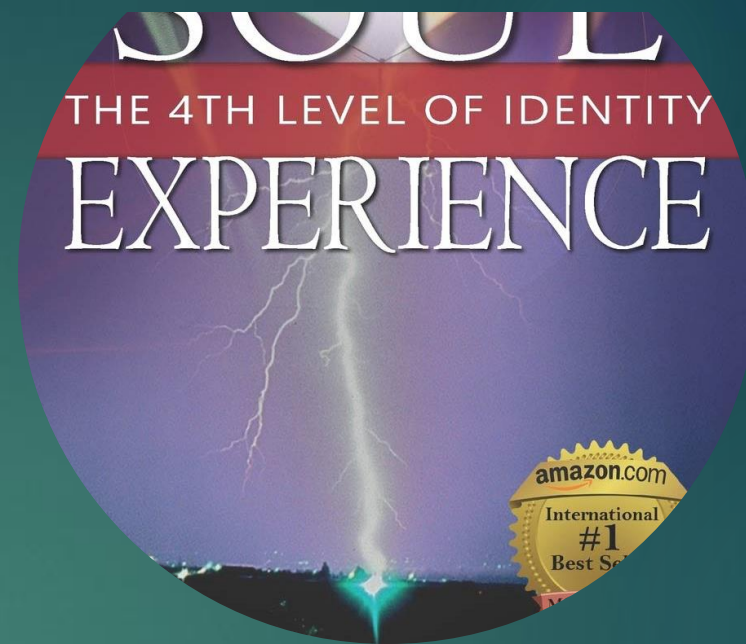




Example: "Spreading Love Through Dermatology" and "Raising the Consciousness of Medicine" became a guiding principle for decision-making and team cohesion.

The Power of Purpose

- At work, Purpose provides the foundation and direction for the company's **value proposition** helping to define its unique value it provides
- It defines the WHY behind what we do





Action Step for You All : Reflect on your own leadership purpose.
"What do you stand for as a leader? What do you want your practice to stand for?" "what is it you cant help but be?"



Call to Action: "Holistic leadership is about integrating self-awareness, team connection, and business strategy. Start with one question: Where can you make the biggest impact today?"





Simon Sinek: 'Great leaders inspire us not by what they do but by why they do it.' When your leadership is driven by purpose, everything else falls into place."