



Recycle – Reuse – Renew

Environmentally-Friendly Leadership

Nancy V. Atkins, RN, MSN, NP-BC

Commissioner

WVDHHR – Bureau of Medical Services



After surviving the flames...

Why dive back in?

Maybe I craved...

- Perpetual State Plan skirmishes
- Contentious legislative hearings
- Media eruptions at the crack of dawn



But this recycled director simply missed...

- **Enervating challenges**
- **Limitless creative opportunities**
- **Gratifying successes**

Blessed with mind-blowing opportunities to:

- Shape this century's health care landscape
- Challenge ingrained systemic paradigms
- Really make a difference in the life of our fellow citizens.

Team Building is critical...Your cannot do it all yourself

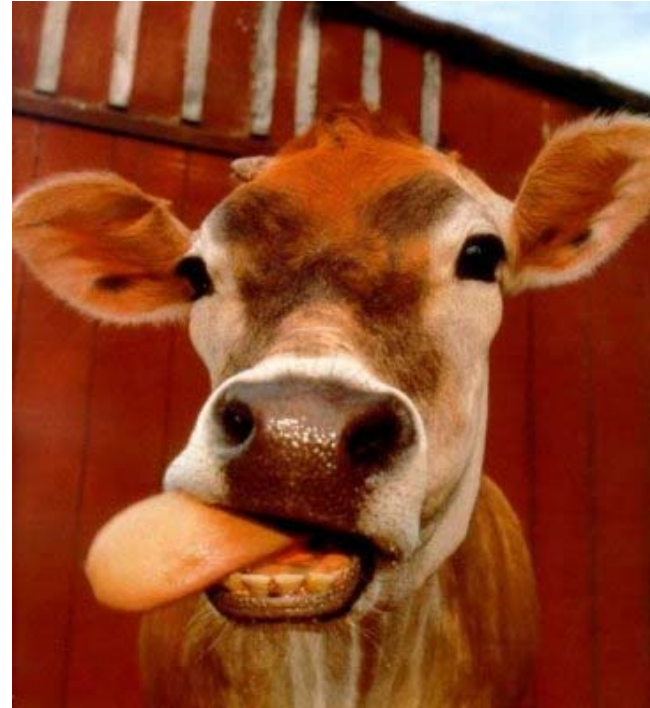
- Invest in quality
- Mentor, motivate and challenge
- Recognize effectiveness, creativity & heart
- Building new leaders at all levels.

Framing the issue

- Articulate each goal or ultimate objective
- Gather and analyze data
- Ensure accuracy of data
- Analyze and list pros and cons
- Collaborate with stockholders – but control the debate

Cow Tipping

- Legal
- Political
- Finance
- Strategic



Follow through and Lessons Learned

- Verify outcomes
- Track and monitor results
- Ensure proper storage and retention of decisions
- Share your success and what you learned from your boo-boo's

Recycled Words of Wisdom

- Be ever vigilant against winning the battle, but losing the war.
- Always know more than one way to “skin” a cat.
- The “size” of a decision might differ from the “size” of its impact so never underestimate how a “small” decision can mushroom into a calamitous impact.
- Maximize your use of available leadership resources – especially via NASMAD and the experience of other state programs and directors