

# Metro North Health CULTURE & ENGAGEMENT



## Leadership storytelling sessions

**Time:** Approximately 30 - 45 minutes.

**Materials needed:** None.

**Participants:** Team or department.

**Values in Action:** Integrity, High Performance, Compassion, Respect.

**Outcomes:** Sparks inspiration, strengthens values alignment, and supports leadership development through personal storytelling.

### Purpose

This activity reinforces organisational values by giving leaders the opportunity to share authentic stories about career-defining moments, challenges, and lessons learned. These stories foster connection, encourage reflection, and build a bridge between leadership and staff.

### How to run this activity

#### Step 1: Leader prepares their story

Invite a leader to prepare a short, personal story (5–10 minutes) focused on:

- A key career challenge or turning point
- A time they had to lead through uncertainty or change
- A lesson learned the hard way
- A moment when values guided their decision-making

**Tip:** Ask the leader to choose a story that highlights 1-2 of Metro North Values.

#### Step 2: Share the story (10–15 minutes)

The leader delivers their story to the group. Encourage them to speak naturally and include:

- What happened
- How they felt and what they did
- The value(s) that guided them
- What they learned and how it shaped them as a leader

Stories that are vulnerable, human, and reflective are often the most impactful.

### Step 3: Open Q&A and group reflection (15–20 minutes)

Invite team members to ask questions such as:

- “What helped you make that decision in the moment?”
- “How did the team respond?”
- “Would you do anything differently now?”

Then, prompt group reflection with questions like:

- “Have you faced a similar situation?”
- “What leadership qualities stood out to you?”
- “How do you apply the same value in your own role?”

**Optional:** Use a whiteboard to capture key leadership traits or values mentioned during the session.

### Optional enhancements

- **Series format:** Feature a different leader monthly or quarterly
- **Values spotlight:** Choose a specific value theme (e.g. Respect Month)
- **Peer storytelling:** Invite non-leaders to share growth stories in a future session
- **Lunch and learn:** Pair with a casual meal to create a relaxed atmosphere

### Key takeaways

- Stories build bridges between people and values
- Leadership is shaped by moments of vulnerability, courage, and reflection
- Hearing real examples helps others navigate their own challenges with clarity and purpose

### Wrap-up message

*“Leadership isn’t about having all the answers — it’s about learning, reflecting, and staying true to your values. When we share our journeys, we give others permission to do the same.”*