

The Indispensable Leader



A primary systemic risk in organizational management is dependency on an *indispensable* leader. Managers often derive their professional self-worth from being the primary knowledge holder and troubleshooting authority.

However, this behaviour creates a critical *single point of failure* that compromises unit resilience during an absence.

Succession planning is an essential operational requirement that secures organisational continuity.

**"YOU ARE NEVER
INDISPENSABLE,
PARTICULARLY IN
HEALTHCARE."**

Naomi

TEA ROOM NOTES



If you went on leave tomorrow, which systems would collapse because you are the only one who knows how they work?

Action for Impact

Identify Your "Single Points of Failure":

Audit your daily tasks and identify one thing only you know how to do (like a specific report or equipment fix); begin training a "backup" staff member today to build unit resilience.

If you are not in a managerial role, what element could you choose to learn?



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