Upcoming Events

Fall Digital Career Fair November 3, 2021
www.himss.org/events

Next EHL Webinar:
October 26, 2021 12:30pm CT/1:30pm ET
Emerging Health Information and Technology Careers
www.himss.org/events

HIMSS Job Mine
• Job postings
• Upload your resume
• Resume review and coaching available
https://jobmine.himss.org/
Welcome and Introduction

Kari L. Toft
VP IS&T Care Delivery / CIO Regions Hospital
HealthPartners
Agenda

• Welcome and Introduction
• Learning Objectives
• About HealthPartners … About Me
• Becoming a Leader
• Summary and Discussion
Learning Objectives

1. Illustrate potential paths to move into leadership
2. Discover tips for successful leadership
3. Explain how to position yourself for success
About HealthPartners

• Headquarters – Bloomington, Minnesota
• Integrated health care organization (insurance, dental and health care)
• Largest consumer-governed nonprofit health care organization in the nation

- 26,000 dedicated employees
- 400 research studies each year
- 90+ clinics and hospitals
- 1.2M patients
- 1.8M insured members
- 6 states where we offer health insurance
About Me and My Journey

- Luther College
- Computer Science
- Accounting
- Scandinavian Studies
- Year in Norway
- EDS - Electronic Data System
- Ross Perot GM Account
- Boot Camp
- Detroit to Dallas
- Mayo Clinic - 31 Years
- Programmer Lead (11 years)
About Me and My Journey

 Mayo Clinic (Leadership)
 First Management Position (1 year)
 Mid Level (5 years)
 Regional CIO – Title change only (3 years)
 Restructure

 HealthPartners
 Vice President / Regions
 Hospital CIO
Becoming a Leader

- Leadership Fundamentals
- Getting Promoted into Leadership
- Today’s Leader
Becoming a Leader

Leadership Fundamentals

Know Yourself

- Balance desire of management/promotion against interests
- Know your gifts
- Authentic leadership style
Becoming a Leader

Leadership Fundamentals

Guiding Principles

- Set expectations
- Let staff do their job
- Emperor with no clothes
- Delegate
- Career counseling
Becoming a Leader

Getting Promoted into Leadership

Tactics

• Keep eyes and ears open
• Networking and hard work
• Exhibit next level
• Create your own position
Becoming a Leader

Today’s Leader

Evolution from “old school”

- Waterfall project management
- Bits & Bites
- Command & control
- Time in the trenches
- Structured work schedule, on premise
- Heterogeneous workplace
Becoming a Leader

Today’s Leader

Evolution is continuous

- Agile
- Artificial Intelligence
- Consensus, collaborative input
- Rapid promotion expectations
- Personal flexibility
- Diversity, inclusion, & equity
Summary

1. Illustrate potential paths to move into leadership

- Know yourself
- Be authentic
- Remember! Frontline staff know the truths

2. Discover tips for successful leadership

- Network, network, network
- Delegate / taking on tasks
- Continual learning
- Put yourself out there!

3. Explain how to position yourself for success
Thank you!

Kari L. Toft, MHA
VP IS & T Care Delivery Systems - CIO Regions Hospital
Kari.L.Toft@HealthPartners.com
Linkedin.com/in/karitoft
Questions??