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The Restoring Life Dispatch is a monthly resource for orthopedics and leadership. My hope is to provide a single hub with timely news and credible sources that are beneficial to both work and life. Additionally, I'll share what lessons I am learning from my own experiences in leading a small orthopedic business. Be on the lookout at the end of every month for The RLD and please share with others! Thank you for your commitment to restoring life in the orthopedic community by daily serving patients who have lost a critical part of their life and desire to get back to living!

Clay Steves

Make A Choice

Clay Steves

I started out this month's piece writing about the challenges and variance in return of elective surgeries throughout our country, but I have been derailed, disrupted, and distraught while reading, listening and trying to understand what is actually happening in our country in the aftermath of the latest injustice in the killing of an unarmed, handcuffed, African-American man. Which is just the most recent incident in a fundamental, systemic problem we have as a society.

If anyone has the courage to continue reading past this point, I am confident some will express that this orthopedics and leadership newsletter isn't the place to speak on this subject. But isn't that the very point and one of the fundamental issues we have as a culture? That we who are the majority and white are willing, and sometimes intentionally so, to compartmentalize this broken, racist reality out of our focus and safely reside in our day-to-day reality?

And then as an orthopedic community, we are even less diverse than society as a whole, leaving us even more vulnerable to the allure of hiding behind the safe, damning, criminal veil of compartmentalization. The [2018 census snapshot](#) from the AAOS reveals that African-American orthopedic surgeons make up less than 2% of the surgeon population. And every one of us who has ever attended the annual AAOS Academy meeting, or any other industry trade show for that matter, knows the vast majority of attendees are white/caucasian. Even when I look at our own company, 11 of our 12 employees are white. This is our reality.

And we must fight to have an accurate situational awareness as to the biases our reality can blindly foster. Our near homogeneous reality within the orthopedic community can cause us to inherently contribute to the systemic issue of racial inequality in our country because it hedges us with the choice to stay ignorant and be silent. We can choose to keep our mouths shut and be safe within our community, while so many of our brothers and sisters cannot.

But notice I said the choice. No matter what, in this situation, we are all making a choice. If we are aware, and you are aware, we are making a choice. Silence to injustice is a choice. Hiding in the safety of our majority is a choice.

You have a choice. I have a choice. And I am done with choosing to stay comfortably silent on the sidelines of this reality.

I humbly admit I don't know the answer. I am praying and seeking counsel, from those who don't look like me, on actionable next steps.

But I do know that God made everyone in His image. Everyone. And I know that in Heaven, some day, there will be an [uncountable multitude from every nation, tribe, people and language standing before the throne.](#)

And I know we don't have to wait until that day to fight for that reality.

So, to all my brothers and sisters of another race, I continue to repent for every time I saw and held my tongue. Please forgive me for every time I was aware but chose the comfort of silence. I welcome your input, perspective and counsel on how I can be a part of dismantling our broken system and changing your reality for the better.

To everyone within the orthopedic community who looks like me, I pray for the discernment to know when to shut our mouths and listen. And when to shout from the mountain tops on behalf of those who are different than us. I pray for the courage to examine our own motives and the humility to admit when we are a part of the problem of injustice. It is time for us to be a part of the solution.

No matter what, you are making a choice on the issue of racial injustice today.

I pray we make the right one.

Forwarded this newsletter? Don't miss out on next month's ortho and leadership review.

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Instagram, Facebook, Twitter - Oh My!

Quincy Taylor

I think we can all agree that social media is no longer the face of the future, but of the present. It's also no longer reserved for pre-teens, millennials and early adopting boomers or vacation pictures, funny memes and baby announcements.

Businesses have entered the scene and are officially utilizing social media for business growth. The question is, have you taken advantage of the free marketing tool that accesses BILLIONS of people across the world?

Today, we have a variety of options to choose from. Twitter, YouTube, Pinterest, Facebook, LinkedIn and even one of the newest popular media forms – TikTok.

But if you're new to social media, let's start with the basics, Instagram.

[Instagram](#) came on the scene in October of 2010. Since then it's continued to rise in popularity.

While many of us may have personal Instagram accounts, it can be just as easy to create a [business Instagram page](#).

You might be thinking to yourself, “I’m not a photographer so Instagram isn’t for me.”

But here’s the best part. Consumers are looking for an authentic connection to the brands, companies and organizations they support. Instagram is the perfect tool to create that behind-the-scenes image your patients are looking for! It doesn’t require a fancy camera, backdrop or ideal lighting. Most phones come equipped with state-of-the-art cameras. And Instagram’s [editing features](#) can help create easy stunning photos!

Start with introducing yourself. How did your business begin? What was your path to starting or joining the business? What lessons have you learned along the way? What’s a fun aspect of your job that many people may not know about?

Then start sprinkling the products your company offers into your posts. [Highlight posts](#) are a fun and easy way to allow your audience to learn about the different benefits your company can offer.

Just remember to have fun with it. Show your personality, don’t stress about getting the “perfect shot” and keep in mind that the [captions can be king](#).

Miss out on last month's RLD? No stress! Click [here](#) for every issue ever!

Left-Handed Leadership

Clay Steves

During some recent reflection, I realized something. As I have pursued challenges and opportunities over the years, my “go to” approach has often been one of reckless abandon. I get singular focused, with an all on me attitude, while rapidly charging toward the goal. Similar to how I approached basketball as a child, when I would lower the rim to match my dunking abilities and enjoy the fantastic freedom and expression of vigorously attacking the rim with an untethered tenacity. But as our company and influence has grown, I am recognizing that this approach, by itself, is hitting a wall at our new level of challenge and scale. I have come to the awareness that this approach cannot be my only approach.

So what does a leader do when they come to this moment? Well, the first thing to do is be encouraged! For all development begins with self-awareness. You cannot grow into the next best version of yourself, toward a more integral and whole you, until you are aware of your own limitations in approach and effectiveness. But secondly, you must guard against ignoring and retreating from that awareness. For the constant companion of self-awareness is a gnawing and painful sense of inadequacy.

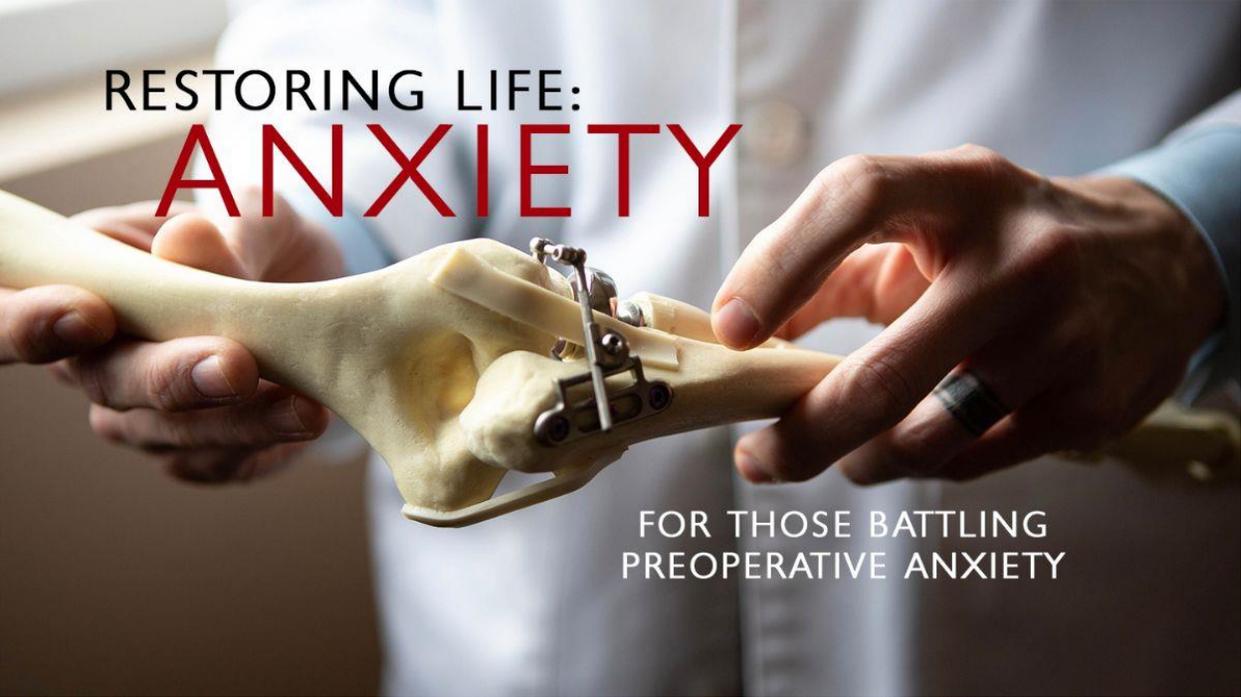
Don't miss that.

The only way to develop as a leader is to become self-aware. And the constant companion of self-awareness is a soul challenging sense of inadequacy.

Thus, to grow as a leader you must live in the spotlight of incessantly feeling exposed as you develop through the pain of learning a new way of leading. You must intentionally live in the generative tension of pursuing a new mindset and approach that fundamentally you aren't as good at (yet!), all the while resisting the urge to go back to your tried and true approach. It's going to feel like trying to shoot a basketball with your non-dominant hand. Your scale and capacity will be finitely limited by only being able to shoot with one of your hands. But you must choose to lean into the pain and exposed sense of inadequacy of building the skill of your other, all while resisting the urge to just shoot with the hand that knows what it is doing. Resisting this urge to return to comfort and leaning into the pain of developmental growth is the key to scaling our leadership.

And because of that, we must give ourselves grace on the journey. Leadership and development are an infinite game and learning to shoot with our non-dominant hand is awkward. As you become aware and attempt new ways of leading, you will stumble along the way and miss opportunities. There will be moments where you choose the comfort of your previous mindset instead of leaning into the tension of your enlightened perspective.

But over time, if you have the humility to continually pursue self-awareness, the courage to overcome a sense of inadequacy, and the identity to know that failure is an event, never a person, you will begin to recognize that this isn't binary dynamic. It isn't a left-hand or right-hand approach that leads to scaling your leadership. The world you are leading in is fluid and ever changing and you will need every approach at your fingertips to overcome uncertain challenges. You will need the awareness to know when to pass the ball to a teammate, when to slow down the tempo, and when to go back to your wheelhouse, put it into overdrive down the lane and unleash at the rim. So take heart, have courage, and lean into the pain of pursuing your development through self-awareness.



RESTORING LIFE:
ANXIETY

FOR THOSE BATTLING
PREOPERATIVE ANXIETY

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