


**Reimagining Leadership Amidst
Constant Change:**

How to invite possibility instead of stagnation

9/21/23
Park County Community Foundation

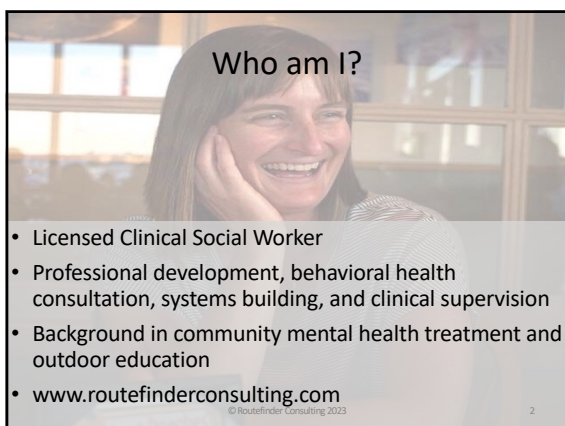
Ellie Martin, LCSW
Routefinder Consulting, PLLC



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Who am I?


- Licensed Clinical Social Worker
- Professional development, behavioral health consultation, systems building, and clinical supervision
- Background in community mental health treatment and outdoor education
- www.routefinderconsulting.com



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Who's here?


- What is your name and role?
- What do you hope to gain from today's conversation?



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Our plan for today

- **Explore** work challenges you currently face
- **Reflect** on how recent changes inform the way you show up as a leader
- **Imagine** new possibilities within, around, and between your organization and the community you serve




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Ground rules

- Communicate respectfully
- Be curious and open-minded
- Take good care (of yourself and others)
- Be prepared to get out of this a bit of what you put into it
- Share space
- What else?



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Some time for reflection...

On your own, think about:

- What leadership means to you
- How you see yourself as a leader

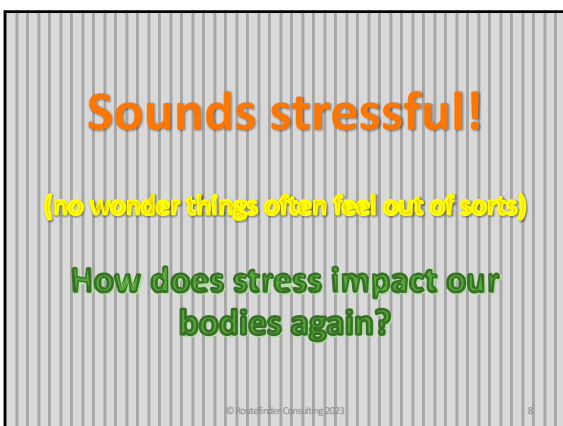
Who'd like to share?

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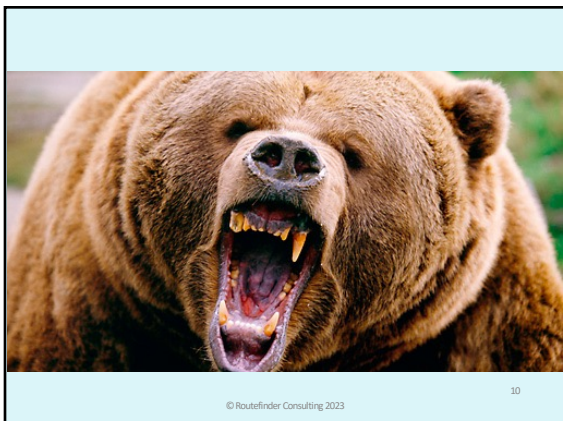
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**Leadership Toolkit:
Change Your Stress Mindset**

- **Acknowledge** your stress
 - Name it to tame it
- **Own** your stress
 - Connect to the motivation behind the stress
 - “I’m stressed about X because I care deeply about Y”
- **Use** your stress
 - Connect to your core values behind the stress and invest in a response that aligns with your values

(Kari Leibowitz and Alia Crum)



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Reflect on how recent changes inform the way you show up as a leader

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Think, pair, share

- Time alone for reflection
- Time with another person to explore your thoughts, similarities, and differences
- Time as a group to name themes and share highlights

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Think

- How have you changed as a leader as a result of the changes around you?
- What do you notice about your flexibility/adaptability these days?
- When do you feel most effective in your work?
- What else?

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Pair

- Find a partner and discuss the elements of your reflection that you want to share.
- Give each other a few minutes to share uninterrupted, then spend some time exploring what you heard.
- Notice and name themes, similarities, and differences in your experiences.

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Share

- From your time thinking and partnering, what nuggets would you like to share with the full group?

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**Leadership Toolkit:
Coping Strategies**

“The actions we take in an attempt to return us to feelings of safety”

Dr Nicole LePera

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Let’s think about your (leadership-minded) coping strategies...

- What helps you show up for work every day?
- How do you know if the strategies are working?
- How do you model effective coping for your colleagues/employees?

(write it out for yourself)

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Imagining new possibilities:
how can you build on upheaval to
become better?

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Four steps to building on upheaval

1. Take stock
2. Acknowledge the losses you have experienced
3. Orient to your values
4. Plan your next best step

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Take stock

- Internal:
 - What’s working well and what’s not?
 - Current offerings: Do they still align with needs?
 - Mission/Vision/ Values: Do they still resonate?
 - How’s your staff doing?
- External:
 - Who needs reconnection to your org?
 - How are you keeping an eye on the community?

Would anyone like to share?

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Acknowledge the losses you have experienced

- What losses do you need to acknowledge?
- Who can you reach out to as part of this process?
- How can you mark the loss in a meaningful way?

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Orient to your values

- When was the last time you inventoried your values?
- What values have the most pull for you right now?
- Which value have you been struggling to uphold in your work?
- How can you use them to drive your decision-making?

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Plan your next best step

- Choose one small thing that you care about but haven't attended to as a leader
- Name the action you want to take
- Decide who you are going to tell about it
- Commit to a time frame in the next month

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Let's talk

- What are you imagining?
- How might you carve out time to go through this process?
- Who do you need with you as you take the leap?
- What internal and external signs will show that your plan is working?

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**Leadership Toolkit:
Self Awareness**

"Knowing what you are experiencing"
-Scott Jeffrey

Self congruence

When your thoughts, words, and actions align with your values and beliefs

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How do you build self awareness?

- Reflection
 - writing, thinking, meditation, prayer
 - Using assessment tools that focus on strengths, weaknesses, work styles, etc. (DISC, Real Colors)
 - Independent study, workbooks, coaching, group consultation, individual therapy
- Seek feedback
 - colleagues, mentors, and other people who can be honest and want you to succeed

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LOOKING AHEAD

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Office Hours

- Three separate hours offered via zoom over the next month.
9/28 @ 2:30p, 10/10 @ 1p, and 10/18 @ 11
- Registration links will be emailed after the event.
- Please register for the time slot(s) that work best for you
- Feel free to drop in with a desire to continue the conversation we started here today, including questions, ideas, reflections, and more.

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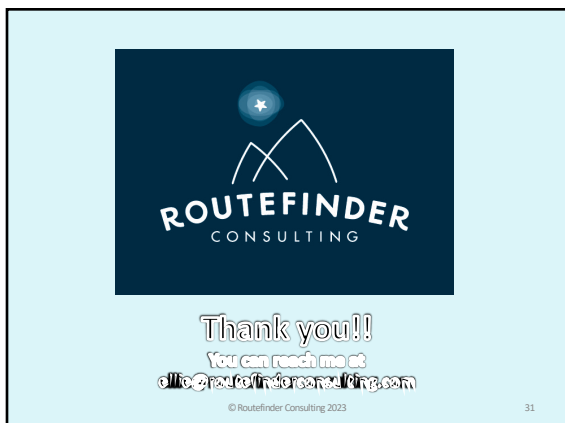
In closure...

What is one thing you are taking away from this session?



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