

PARK COUNTY
COMMUNITY
FOUNDATION



Reimagining Leadership Amidst Constant Change:

How to invite possibility instead of stagnation

with Ellie Martin, LCSW

Thursday Sept 21, 2023

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

Who's here?

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

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



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?



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?

**Let's explore current challenges that you
face as a leader**

Sounds stressful!

(no wonder things often feel out of sorts)

How does stress impact our
bodies again?

Stress

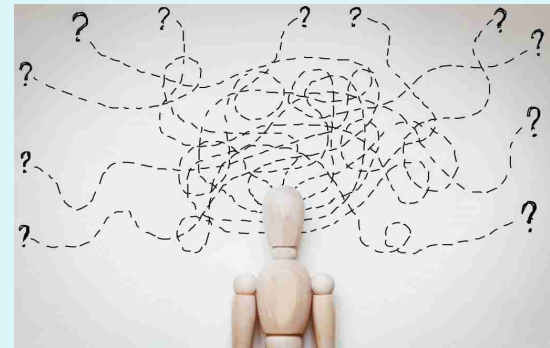


From Nagoski, A. and E. (2019) *Burnout*



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



This Photo by Unknown Author is licensed under [CC BY](#)

(Kari Leibowitz and Alia Crum)

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

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

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?

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.

Share

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

Leadership Toolkit: Coping Strategies

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

Dr Nicole LePera

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)

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

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

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?

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?

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?

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

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?

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*

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



LOOKING AHEAD

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.

In closure...

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





Thank you!!

You can reach me at
ellie@routefinderconsulting.com