

# ***Building Leadership Resilience***

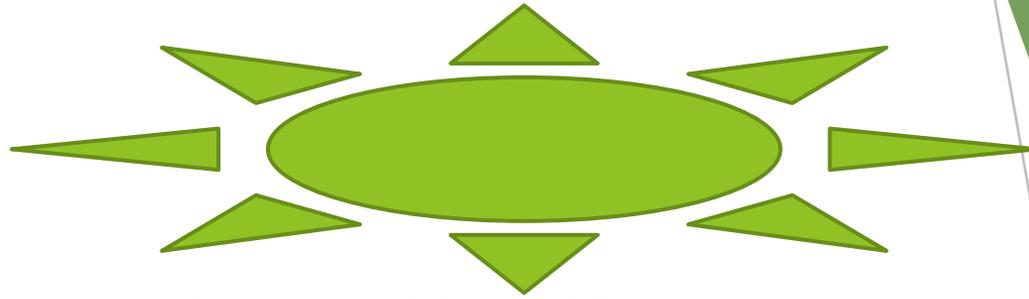
Friday, September 14, 2018

Presented by Janis Glenn - [jglenn@jbsinternational.com](mailto:jglenn@jbsinternational.com)

Trainer/Action Learning Coach for Education Northwest



# ***Agenda***



- ▶ **BIG PICTURE OVERVIEW/DEFINITION: What is Leadership Resilience?**
- ▶ **STRATEGIES to Build Resilient Leadership**
- ▶ **TELLING YOUR STORIES: VISTA Leaders' Resilient Leadership**
- ▶ **PRACTICES of Resilient Leaders**
- ▶ **Q & A, Reflection, One Take Away**
- ▶ **RESOURCES for further study**

# ***Resilience Defined***



- ▶ Resilience is the capacity to bounce back from setbacks or to thrive during times of challenge and change
- ▶ Resilience grows out of a set of ‘learnable’ behaviors
- ▶ Resilience is the new skill for leaders

*Rosabeth Moss Kanter, HBS*

# ***Building Leadership Resilience***

The more we can embrace failure, the more we will be able to open to it and the more confident and resilient we will become



# *Five Characteristics of Resilient Leadership*

1. Bounce Back
2. Flexibility
3. Accountability
4. Initiative
5. Collaboration



# R. E. A. L.



- ▶ R = Relationships
- ▶ E = Efficacy
- ▶ A = (positive) Affect
- ▶ L = Learning

# *How do I become more resilient?*

Recall a time in your personal or professional life when you were able to overcome, prevail, bounce back or rise above a difficult situation. Then ask yourself:



# *Telling Your Stories of Resilience*

- ▶ What happened?
- ▶ What was I thinking and feeling at the time?
- ▶ How did I get through it?
- ▶ What did I do that helped you to get through this situation?
- ▶ What did I learn from the experience that made me a more resilient person today?



# *Inspiring Quotes on Resilience*

- ▶ Instead of looking at our challenges and limitations as something negative or bad, we can begin to look at them as blessings, magnificent gifts that can be used to ignite our imaginations and help us go further than we ever knew we could go. Amy Cuddy
- ▶ I think we build resilience to prepare for whatever adversity we'll face. And we all face some adversity - we're all living some form of Option B. Sheryl Sandburg

## ***Build Your Own Resiliency...focus on overall well-being & building energy across domains***

- ▶ **PHYSICAL.** What can you do to build your physical energy?
- ▶ **MENTAL.** What can you do to overcome mental fatigue and exhaustion?
- ▶ **EMOTIONAL.** What can you do to become more conscious of your emotional triggers?

## *Build Energy Across Domains continued...*

- ▶ **Social:** What can you do to create more meaningful and productive relationships?
  
- ▶ **Spiritual:** What can you do to more effectively align your behaviors with your core values and purpose?

# *Modeling Resilient and Emotionally Intelligent Leadership*

- ▶ Leaders need resilience and agility to thrive amidst disruptive, fast-paced change.
- ▶ Leader MINDSET

BEING POSITIVE,  
FOCUSED AND FLEXIBLE,  
DEAL WITH REALITY  
MAKE MEANING and IMPROVISE

# ***RESILIENT LEADERS: Dr. Daniel Goleman***

## **▶ Draw on emotional intelligence competencies**

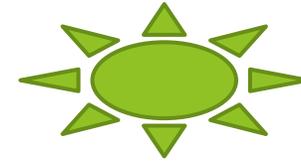
- 1. Self-Awareness**
- 2. Managing Oneself**
- 3. Awareness of Others**
- 4. Managing Relationships**

# *Self-Awareness*

*...pathway to resilient leadership*

- ▶ It's all about Self-Awareness, being aware of how I feel, and of finding brief moments in the zone, the five minutes between meetings, to pause and reflect and clear one's mind. Daniel Goleman
- ▶ Mindfulness, Jon Kabat-Zinn

# ***ACTION STEPS to BUILD RESILIENT LEADERSHIP***



**R = Relationships.** Think of people you turn to during times of stress, or potential mentors who you would like to be able to consult.

1. Could you set up monthly lunch? Regular phone calls?
2. Look for ways that you can add value to the relationship
3. Coach and mentor VISTAs and encourage them to build their own network of support

## ***ACTION STEPS continued...***

### **E = Efficacy.**

To enhance efficacy in your VISTAs, allow them to share their ideas, set inspiring goals for themselves, and provide means for them to take action.

# *Action Steps continued...*

## **A = (positive) Affect.**

1. Look for ways to spark positive emotions in your VISTAs and coworkers.
2. Praise, humor, or fun surprise at a team meeting
3. Results in more energized, productive, and resourceful
4. Make a list of energizers too, fill you day with them

# *Action Steps continued....*

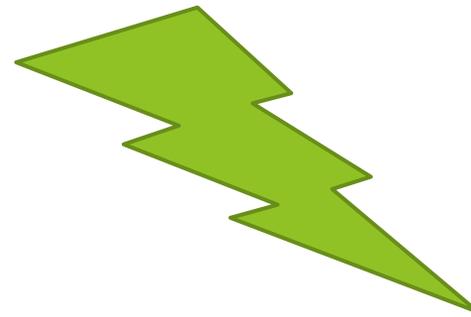
## **L = Learning.**

1. After action reviews (reflection) can help your VISTAs learn from its missteps and take action to avoid similar outcomes in the future
2. Journal, reflect on successes and challenges, what you have learned, how has it impacted you and others

# *Resilient Leadership*

*‘Resilient Leadership requires strong, aligned leaders who are willing to look at their own transformation first.’*

Victoria Hubbell



# *Questions to Bring Out Resilience*

- ▶ What is the best opportunity this situation could lead to?
- ▶ What are the best lessons here and how will you use them in the coming weeks?
- ▶ What skills, habits, and knowledge do you have that will work here?
- ▶ What about this challenge puts a bounce in your step?
- ▶ Where have you seen the strongest momentum up to this point?

# *Practices of Resilient Leaders*

- ▶ Practice 1. Engage in personal renewal
- ▶ Practice 2. Watch your mouth, use your words carefully
- ▶ Practice 3. Stay optimistic
- ▶ Practice 4. Quickly blunt the impact of setbacks
- ▶ Practice 5. Cultivate networks before challenges hit
- ▶ Practice 6. See patterns - and use insights for change

# *Choose Resilience*

*‘Try the rough water as well as the smooth. Rough water can teach lessons worth knowing.’ Ralph Waldo Emerson*

- ▶ ***Q & A** What is on your mind?*
- ▶ *What is one take away from this webinar? Is it something you want to begin, to study, to remember?*

# *Resources on Resilience*

- ▶ Rosabeth Moss Kanter, author, Professor HBS, *Confidence*
- ▶ *Working with Emotional Intelligence*, Daniel Goleman
- ▶ *Building Resilience*, Martin E.P. Seligman
- ▶ *Presence*, Amy Cuddy
- ▶ *Leadership and the New Science*, Margaret Wheatley
- ▶ *Lean In*, Sheryl Sandberg
- ▶ *Daring Greatly*, Brene Brown
- ▶ *Mindfulness for Beginners*, Jon Kabat-Zinn