

Practical Management
+
Leadership Consulting



*Leading Change:
Resiliency, Authenticity, and Accountability*

Learning Objectives

- ◆ Discuss the research on how resilience and authenticity can affect leadership and communication styles and effectiveness.
- ◆ Practice cognitive and behavioral skills that enable resilience and authenticity.
- ◆ Employ learned skills to embrace and embody resilience and authenticity in themselves, as well as in their teams, workplaces, and organizations.

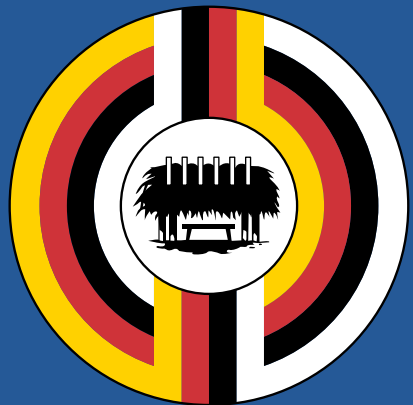


Discover Our History

Seminole Tribe of Florida

The United Confederation of Taíno People

Miccosukee Tribe of Indians of Florida



Kuweeqâhsun!

What is Resilience?

(Psychology)

Resilience is the ability to bounce back and to withstand hardship by repairing oneself.

(Higgins, 1994; Wolin & Wolin, 1993)

What is Resilience?

(Human Development)

Resilience is the ability to withstand or successfully cope with adversity.

(Werner & Smith, 2001)

What is Resilience?

(Medicine)

Resilience is the ability to recognize pain, acknowledge its purpose, and tolerate it for a time until things begin to normalize.

(Flach, 1988; O'Leary & Ickovics, 1995)

What is Resilience?

(Nursing)

Resilience is the ability to regenerate power to respond to the internal or external environment for survival, growth, or development.

(Jones, 1991)

What is Resilience?

Resilience is the ability to recover from negative life experiences and become stronger while overcoming them.

A word cloud on a blue background featuring various terms related to resilience and growth. The most prominent words are 'Resilience' (white), 'Effort' (pink), 'Growth' (green), 'Motivate' (pink), 'Prevent' (pink), 'Idea' (pink), 'Believe' (yellow), 'Success' (white), 'Bounce' (green), 'Change' (yellow), 'Defend' (yellow), 'Vision' (pink), 'Strength' (yellow), 'Agility' (yellow), 'Attitude' (yellow), 'Persistent' (yellow), 'Active' (yellow), 'Overcome' (pink), 'Trouble' (yellow), 'Challenge' (pink), 'Obstacles' (white), 'Pressure' (white), 'Adversity' (yellow), 'Empowering' (white), 'Action' (white), 'Prevent' (white), 'Education' (white), 'Teamwork' (white), 'Learning' (white), 'Stability' (white), 'Resilience' (white), 'Optimistic' (white), 'Hope' (white), 'Active' (white), 'Change' (white), 'Attitude' (white), 'Growth' (white), 'Determined' (white), 'Grow' (white), 'Believe' (white), 'Defend' (white), 'Motivate' (white), 'Teamwork' (white), 'Flexibility' (white), 'Possible' (white), 'Stability' (white), 'Resilience' (white), 'Optimistic' (white), 'Learning' (white), 'Possible' (white), 'Power' (white), 'Vision' (white), 'Success' (white), 'Empowering' (white), 'Defense' (white).



Leaders create the culture

trust

openness

accountability

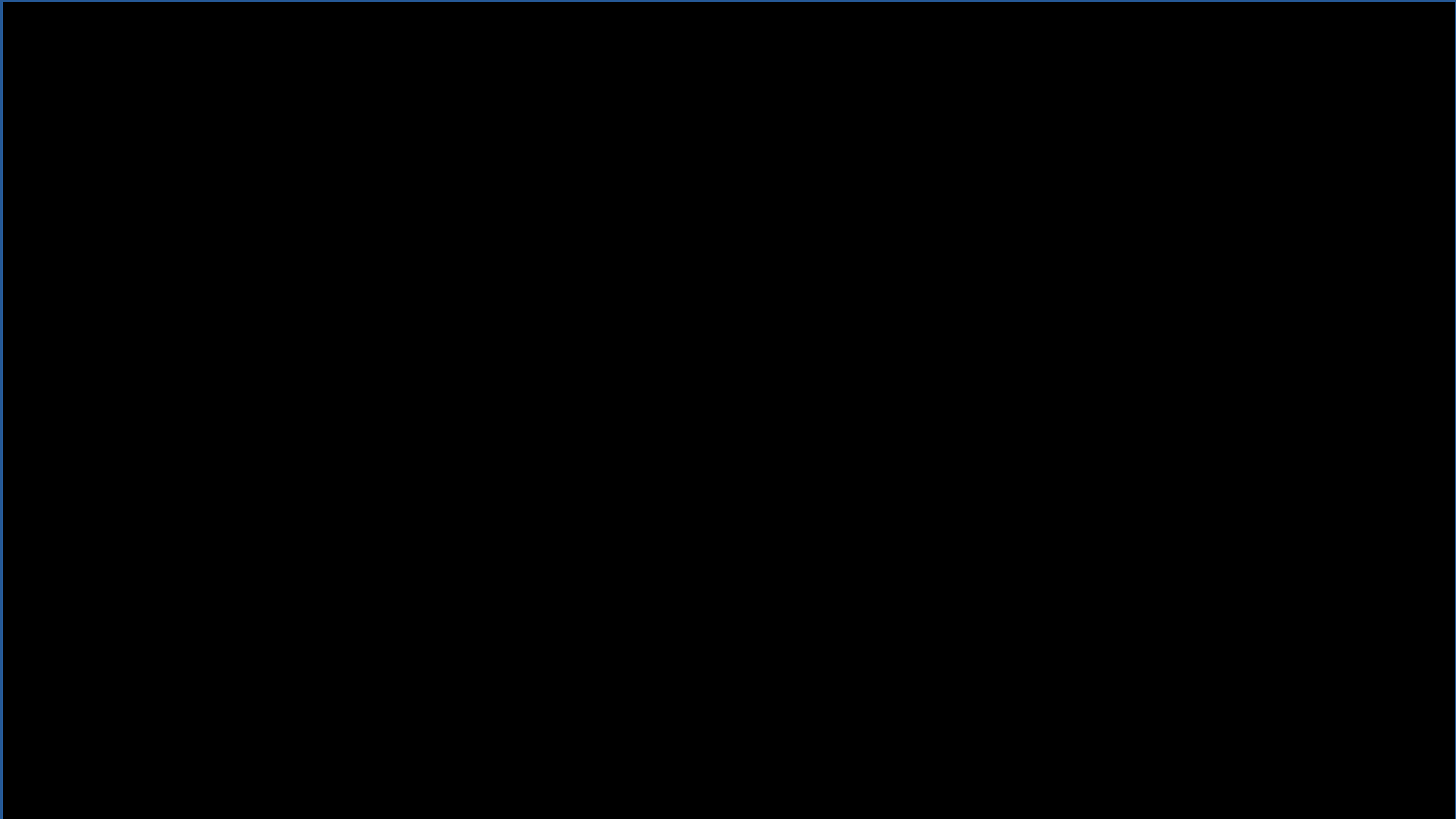
authenticity

Accountable Leadership

- ◆ Fair and equitable compensation
- ◆ Acknowledgement and appreciation
- ◆ Frequent and effective communication
- ◆ Provide feedback
- ◆ Collaboration
- ◆ Respect
- ◆ Commitment to learning & development
- ◆ Share credit, shield blame
- ◆ Impeccable with your word

Authentic Leadership

- ◇ Empathetic
- ◇ Honest
- ◇ Open
- ◇ Treat everyone with exaggerated care





ABCDE Model

- ◇ Activating event
- ◇ Beliefs
- ◇ Consequences
- ◇ Disputation
- ◇ Energization

Unhelpful Thinking Habits

- ◇ “I can’t”
- ◇ Catastrophizing
- ◇ All or Nothing
- ◇ Zoom in on negative
- ◇ “I should, you should”
- ◇ Fortune telling
- ◇ Mind reading
- ◇ Blaming
- ◇ “It’s not fair”

Cultivating Resilience

- ◇ Emotional competence
- ◇ Self control
- ◇ Problem solving & decision making
- ◇ Social awareness
- ◇ Social competence
- ◇ Self efficacy & realistic optimism

How to Increase and Strengthen Resilience

- ◇ Connection
- ◇ Wellness
- ◇ Healthy Thinking
- ◇ Meaning and Purpose

Supports

that kept you upright

Strategies

that kept you moving

Sagacity

(wisdom, insight) that gave
you comfort and hope

Solution-seeking

behaviors you showed that
helped you through

*It's the set of your sails,
not the direction of the wind,
that determines which way you'll go.*

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