LEADERSHIP SERIES: Building Resilience and Leading Through Change

Hosted by WSIA’s Education Committee
Meet our Presenters:

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Welcome!

Today’s Discussion Goals: Give you the recharge you need with practical tips for leaders that can be implemented today!

• Boost Your Engagement & Purpose in Motivating your Team
• Leading in Change
• Tools to Build your Teams Resiliency
Distributed & Disrupted Teams

Over 1 Year Ago, 371 Days, WSIA hosted Leading Remote Teams

Evolution from “remote” – “virtual” – “distributed” or Work From Anywhere

Zoomed Out, COVID Fatigue & “New Normal”

Micro-Stresses Impact
Audience Poll

Let’s find out about our industry sector; anonymous results in this real time poll. (Check all that apply)

How have you noticed your team members struggling to adapt to changes this year:

1. Burnout & Overworking
2. Shorter Fused or Stressed
3. Disengaged
4. Don’t Know / Unsure
5. All of the Above
What Are Your Top Relational Sources of Resilience?

A well-developed network of relationships can help you rebound from setbacks. Identify the spheres that are most important to you. Are you falling short in some categories?

- Connections that provide empathic support so that we can release negative emotions
- Connections that help us shift work or manage surges
- Connections that help us laugh at ourselves and the situation
- Connections that help us make sense of people or politics in a situation
- Connections that remind us of the purpose or meaning in our work
- Connections that help us find the confidence to push back and self-advocate
- Connections that help us maintain perspective when setbacks happen
- Connections that help us see a path forward

Source: Rob Cross, Karen Dillon, and Danna Greenberg
What is Resilience?

**resilience**  *noun*

1. : the capability of a strained body to recover its size and shape after deformation caused especially by compressive stress

2. : an ability to recover from or adjust easily to misfortune or change
The 4 Domains of Needs

Physical
Social
Mental / Emotional
Spiritual
The VUCA World

Volatility
Uncertainty
Chaos
Ambiguity
5 Stages of Grief

1. Anger
2. Denial
3. Sadness
4. Bargaining
5. Acceptance
Building Resilience

Information & Communication

Emotional Support

Guidance & Direction
3 Elements of Compassion

Kindness vs. Judgment

Common humanity vs. Isolating

Mindful vs. Over-Identified

Resource: www.self-compassion.org
Winning in a VUCA World

The team huddle:

1) Update: What is working, and what isn’t?
2) Celebrate: What wins, effort, and learnings happened?
3) Calibrate: How do we make forward progress now?
4) Re-iterate: Why do you believe we can win this next sprint?
3 Key Mindsets in a VUCA World

Resilience Mindset:
Challenges are Opportunities to Lead and Play Better

Growth Mindset:
“CANI” = Constant and Never-ending Improvement

Winning Mindset:
Playing to Win vs. Playing to NOT Lose
Creating an Environment of Resilience

Creating a Culture Around, Recognizing & Reinforcing Resiliency

• Assessing and acknowledging my needs
• Taking care of my needs
• Supporting and celebrating each other in doing the same

*The self-care assessment worksheet
Tools for Your Team

Protecting Time as Our Greatest Asset
No meeting day? No way!

Re-evaluate “Productivity” & “Best” Time of Day

Mindfully Choosing the Method for your Desired Outcome

Changing the Lens View

Are you in Communication Debt?
We want to hear from you!

Questions?
Thank You!

Connect & Follow Us on LinkedIn

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