

LEADERSHIP SERIES: Building Resilience and Leading Through Change

Hosted by WSIA's Education Committee

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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:

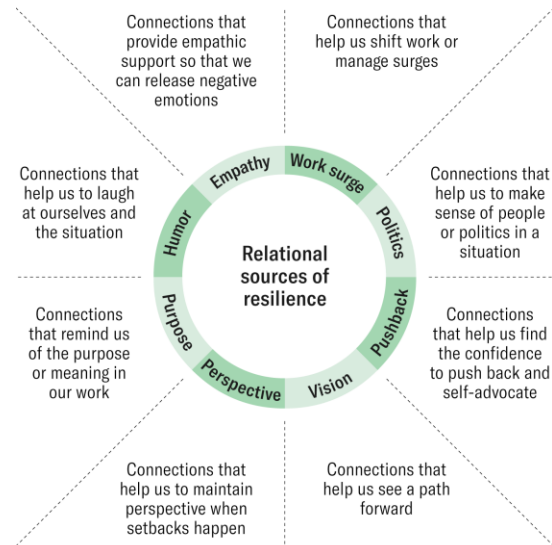
1. Burnout & Overworking
2. Shorter Fused or Stressed
3. Disengaged
4. Don't Know / Unsure
5. All of the Above



Build Your Leadership Resilience First

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?



Source: Rob Cross, Karen Dillon, and Danna Greenberg



What is Resilience?

resilience noun

 Save Word

re·sil·ience | \ ri-'zil-yən(t)s  \

Definition of *resilience*

- 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!

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