

THE ROLE OF

Leadership & Management

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It starts at the top (or at least the top is needed ;-).
Leadership strategies that promote the culture shift.



Navigating the need for boundaries and
transparency



Application and Considerations

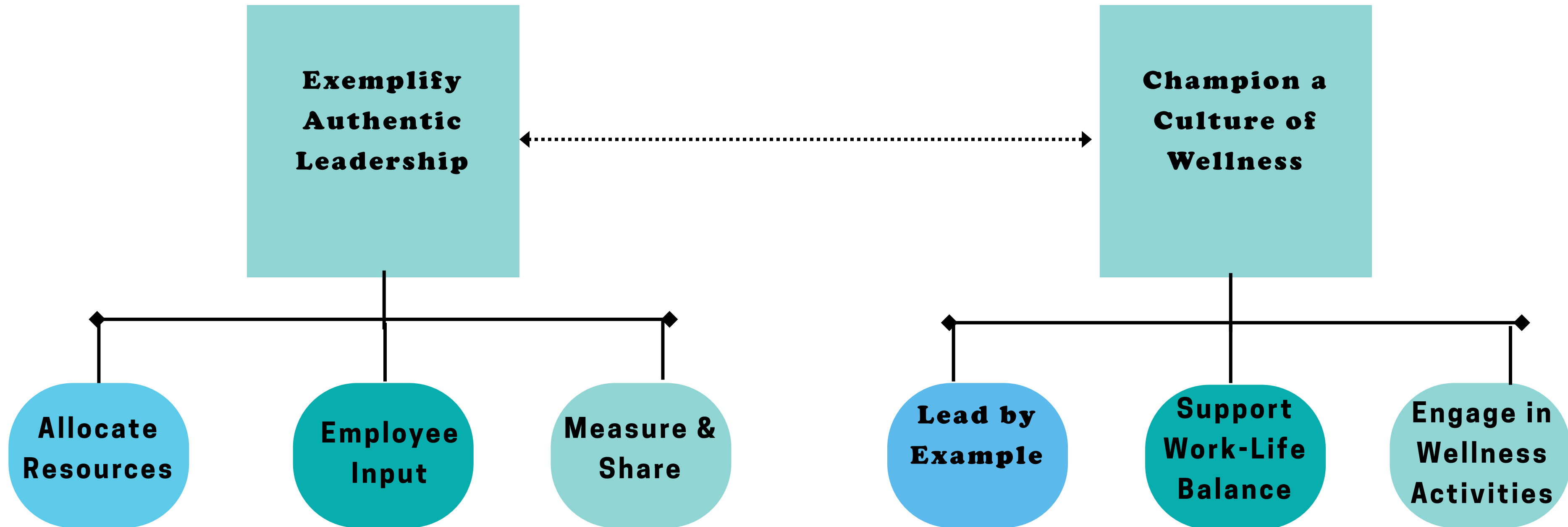
Question:

What is a leader?

A leader is someone who.....

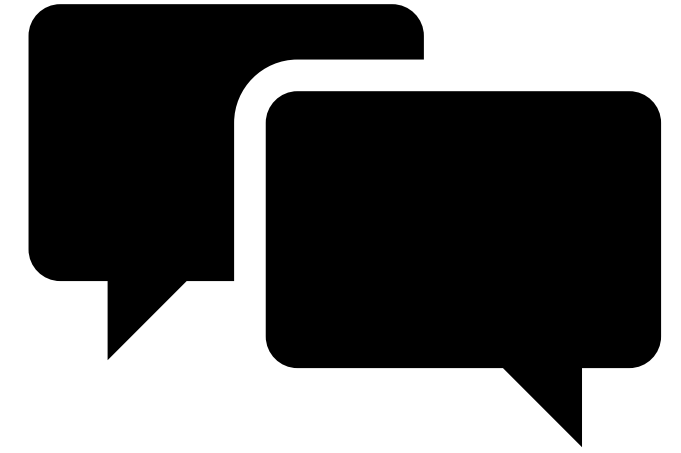


It starts at the top: leadership strategies that promote the culture shift.



Building the Nest

Exemplify Authentic Leadership



Allocate Resources

- A budget line item.
- Write it into contracts.
- Consider individual and collective needs.
- Consider flexible funds.

Employee Input

- ❖ Multiple feedback loops.
- ❖ About specific activities and impact.
- ❖ Notice changes with staff changes, seasons, work levels.
- ❖ Be mindful of the story of one AND the story of one.

Measure & Share

- ✓ Creates shared knowledge and wonderings.
- ✓ Positive peer support.
- ✓ Input for changes.

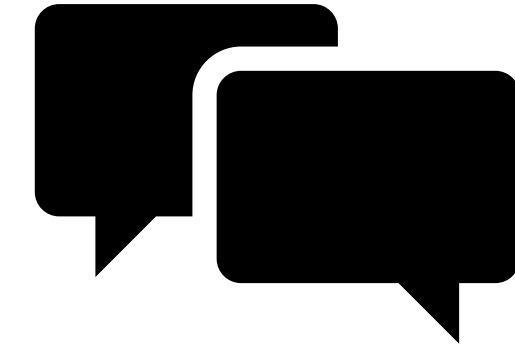
Do you have an example that was helpful or not related to resources and input?



Caution of throwing money around.

Modeling the Model

Champion a Culture of Wellness



Lead by Example

- How do I know how I am doing?
- Taking breaks, exercising, prioritizing relationships.
- Make it visible and known.

Support Work Life Balance

- ❖ Clear expectations on work time and off time.
- ❖ Reminders when this doesn't happen.
- ❖ Give energy to balance versus burnout.
- ❖ Note that balance shifts and changes and is individual & cultural.

Engage in Wellness Activities

- ✓ Attend activities (be mindful).
- ✓ Share when you attended.
- ✓ Promote and schedule for activities.

How have you shown or have seen leadership model the model?

Navigating the need for boundaries and transparency

Boundaries

What is a boundary?

Why are they important?



**Examples in
every day
life?**

Boundaries are the
distance at which I can love
you and me
simultaneously.

Prentis Hemphill

Boundaries

Considerations for Leadership and Wellness.

- Privacy
- Dual roles
- Multi directional responsibilities.
- Response needed now..... Or not

Question:

What have been helpful or unhelpful boundaries from leadership?



Transparency

What is transparency?

Why is transparency important?

- Fear of the unknown
- Collective narratives
- Builds trust and relationships

“the quality of allowing light to pass through so that objects behind can be distinctly seen.” *oxford dictionary*

Transparency

Leadership Considerations:

- “Protecting staff”
- Over allaying; staff burden
- About what things and when you can't

Question:

**Do you have an example of
just right transparency?**



As a leader what would you do?

- *A staff member responds to an email while they are on vacation.*
- *Staff have been asking to have more connection time. You support this and secured funds. A group planned a day to go on a hike and then lunch. A staff member comes to you and says they are not going because they don't feel safe in this setting. As a manager what do you do?*
- *A fellow manager says they can't take all the wellness work and energy. There is so much to do that this is distracting.*
- *Staff have asked for time to meet without management present*

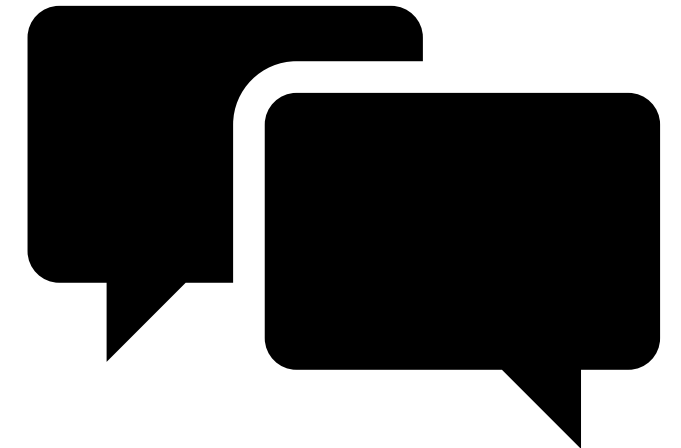
Why/how this aligns with a trauma informed approach



How does this topic aligns with a TI Approach?

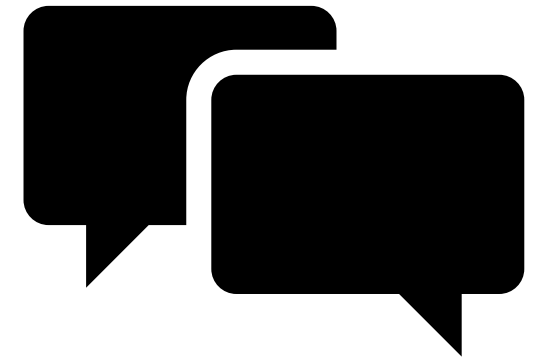


- Safety:
 - Acknowledge Racism and Identify based violence has resulted in attacks in the workplace and wellness activities can not ignore this.
- Collaboration
 - With staff – shared responsibility
- Choice
 - Elevating collective purpose with individual choice.
- Culturally responsive
 - Wellness will look different, felt “right” to be well, work allowing this....



Considerations

- Buffering those around us impacts us.
- Power and wellness.
- Balancing work that has to get done.
- Size of teams.



What are challenges & barriers to leaders to be supportive and engaged regarding wellness?

My learnings:

- Needs will change.
- There is no one way.
- Look deeper – keep exploring.
- Honor the individual and elevate the collective.
- Role play and practice the words and actions.
- “Is it me??!!” - What are we afraid of?
- Share accountability while knowing your role.
- How will you know it is working?
- Have support.

A lesson from my mom:

“Our people are what we have to offer. If we don’t take care of them we have nothing to offer.”



How Ya
Doing?

Check-In & Check-Out

Please complete the Exit Ticket



THANKS!

