

TLS INTERACTIVE WEBINAR

Communicating with and Supporting Staff in Times of Transition (Part I)



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OVERVIEW

Part I – Supporting Ourselves and Staff through Change

- Navigating Change
- Building Resilience
- Prioritizing Self-Care



Part 2 – Effectively Communicating in Times of Challenge

- Exploring Current Communication Challenges
- Reviewing Intentional Communication Skills
- The Value of Feedback

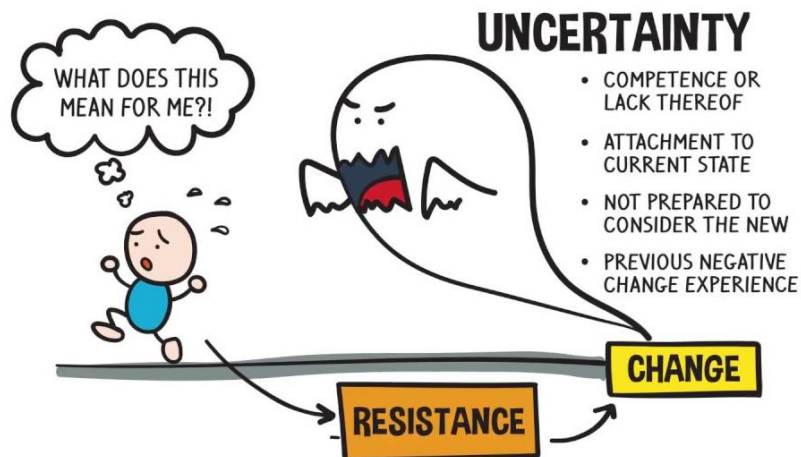


THOUGHTS ABOUT CHANGE?

1. What makes change so challenging?
2. How have you noticed being challenging for your teams / staff?



HUMAN RESPONSE TO CHANGE



**Change is inevitable,
growth is optional . . .**

**(Resilient people
choose **growth**)**



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WHAT IS RESILIENCE?



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DEFINING RESILIENCE

The capacity to adapt successfully in the presence of risk and adversity



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Source: www.heartmath.org

RESILIENCE THROUGH RECHARGING!

- Resilience is not about how you Endure ... It's about how you Recharge!
- It's not the intensity of energy expenditure that produces burnout, impaired performance and physical breakdown ... it's the duration of expenditure without recovery.
- Both energy expenditure and energy recovery are **ACTIVE** physiological processes.



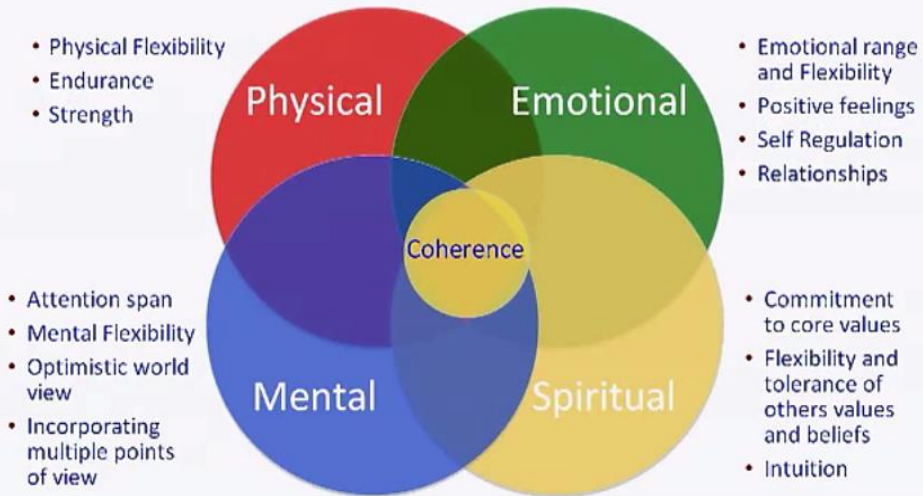
Marathon vs. Sprint



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Source: www.heartmath.org

Dimensions of Resilience



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Source: www.heartmath.org

MICRO VS. MACRO PRACTICES - PHYSICAL

Micro	Macro
4 minutes of HIIT (High Intensity Interval Training) 30 secs On / 30 secs rest	30 minutes of walking/biking/running
Stand up 2-min every hour	Stand up for 1-hour
5 minute power nap	30 minutes earlier to bed
10 minutes of stretching in morning	60 minutes of yoga



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MICRO VS. MACRO PRACTICES - MENTAL



Micro	Macro
Take 3 deep, belly breaths	Set aside regular time for quiet contemplation / meditation
10 minute technology time-out	One hour technology time-out
Focus for 5 minutes before starting a project	Take break after 60-90 minutes of focused activity
Doodle or sketch something simple	Paint-by-numbers or some other art project

SELF-CARE PRACTICE: BELLY BREATHING



- Breathe naturally through your nose or mouth
- Bring your awareness to each breath, focusing on the movement & sensations the air creates as it moves in and out of the body
- Feel your chest and back rise and fall on the inhalation and the exhalation
- Simply feel the sensations in your body
- Whenever you notice your attention has drifted away from your breath, gently bring your attention back to the breath
- This is a practice, be kind and let go of judgment

MICRO VS. MACRO PRACTICES - EMOTIONAL

Micro	Macro
Make a mental list of 2-3 things for which you are grateful	Establish a regular, daily gratitude journaling practice
Thank one person	Appreciate your whole family/team
Express sadness to someone	Take time to journal about your experience
Connect to someone through a quick email	Send a hand written note or letter to someone special



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MICRO VS. MACRO PRACTICES - SPIRITUAL



Micro	Macro
Say an affirmation/prayer	Connect in a community gathering
Start the day reading an inspirational quote	Read a book that uplifts you
Look out a window and notice something beautiful	Take a walk, using your senses to notice things such as smells, sights, sounds
Visualize a special place	Take a trip somewhere special



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RISING STRONG

- Resilience is the ability to rise from our falls, overcome our mistakes, and face hurt in a way that brings more wisdom and wholeheartedness into our lives

The truth is that
FALLING HURTS.
THE DARE IS TO
keep being
BRAVE
and FEEL YOUR WAY
BACK UP.



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Source: Rising Strong, Brene Brown

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