



The College for Behavioral

Health Leadership

**SUSTAINING RESILIENCE THROUGH COVID-19
FROM LEADERSHIP TO THE FRONT LINE**

APRIL 1, 2020

Welcome! We will get started momentarily.



**We don't make leaders,
we make leaders better**

Our Vision

Inspired leaders are actively collaborating and using innovative strategies to work effectively with their communities to address behavioral and other complex health needs.

Our Guiding Principles

- Foster innovation
- Nurture collaboration
- Promote a culture of diversity and inclusion
- Facilitate connections
- Inspire communities to reduce health disparities

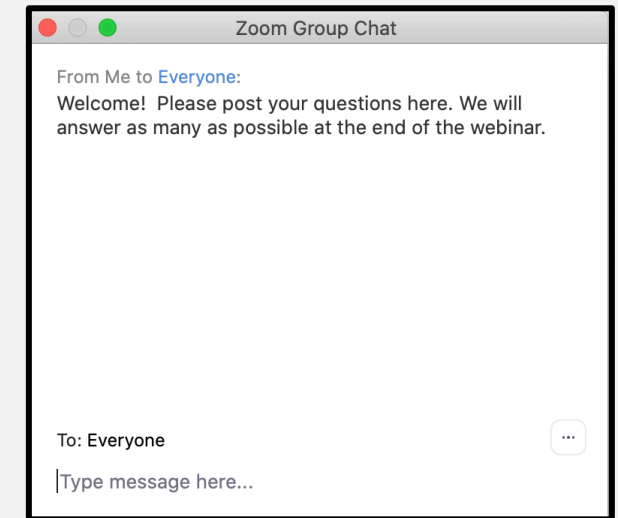
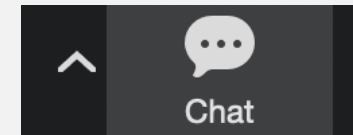
Our Mission

We provide leaders with the inspiration, tools, knowledge and professional connections to drive transformative change by:

- Seeking out members who bring diversity of thought, leadership experience, training, expertise and multi-sector representation;
- Providing an enriching space to facilitate direct connections, provocative conversations and ongoing collaboration between members;
- Creating an environment that allows for sharing of best practices, resources, experience and lessons learned across all levels of leadership and sectors.

WELCOME

- We want to hear from you! Share your **questions** via the **chat box**. We will answer as many as possible at the end of the webinar.



- A **recording** of today's discussion with **materials** will be made available within 48 hours. We'll send you an email once it is online.

AGENDA

- 1. Welcome**
- 2. Sustaining Resilience During COVID-19**
C. Perry Dougherty
- 3. Top Gun Project**
Dr. Pu Cheng, M.D., FAPA
- 4. Stronger Together - Resilience Circles**
Shannon Mong, PsyD
- 5. Questions and Answers**



ROOTWISE
LEADERSHIP



Sustaining Resilience During COVID-19

C. Perry Dougherty

Rootwise Leadership

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VUCA



(Adapted & used by many leadership theorists in various ways. Origination: Bennis, Warren; Nanus, Burt. 1985. Also see: George, Bill. "VUCA 2.0," *Forbes*. 2017.)

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“Resilience is **the process of adapting well** in the face of adversity, trauma, tragedy, threats or significant sources of stress...”

– American Psychological Association
from *The Road to Resilience*



Ask for help

Connect with supports
& loved ones

Feel your feelings

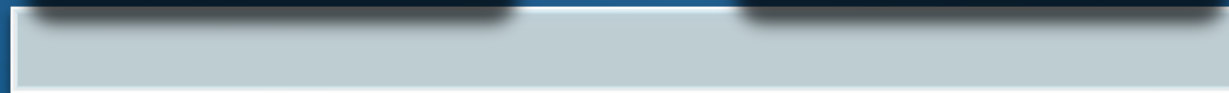
Take action

Trust yourself

Make time for yourself

Notice your feelings at
a distance

Rest and retreat

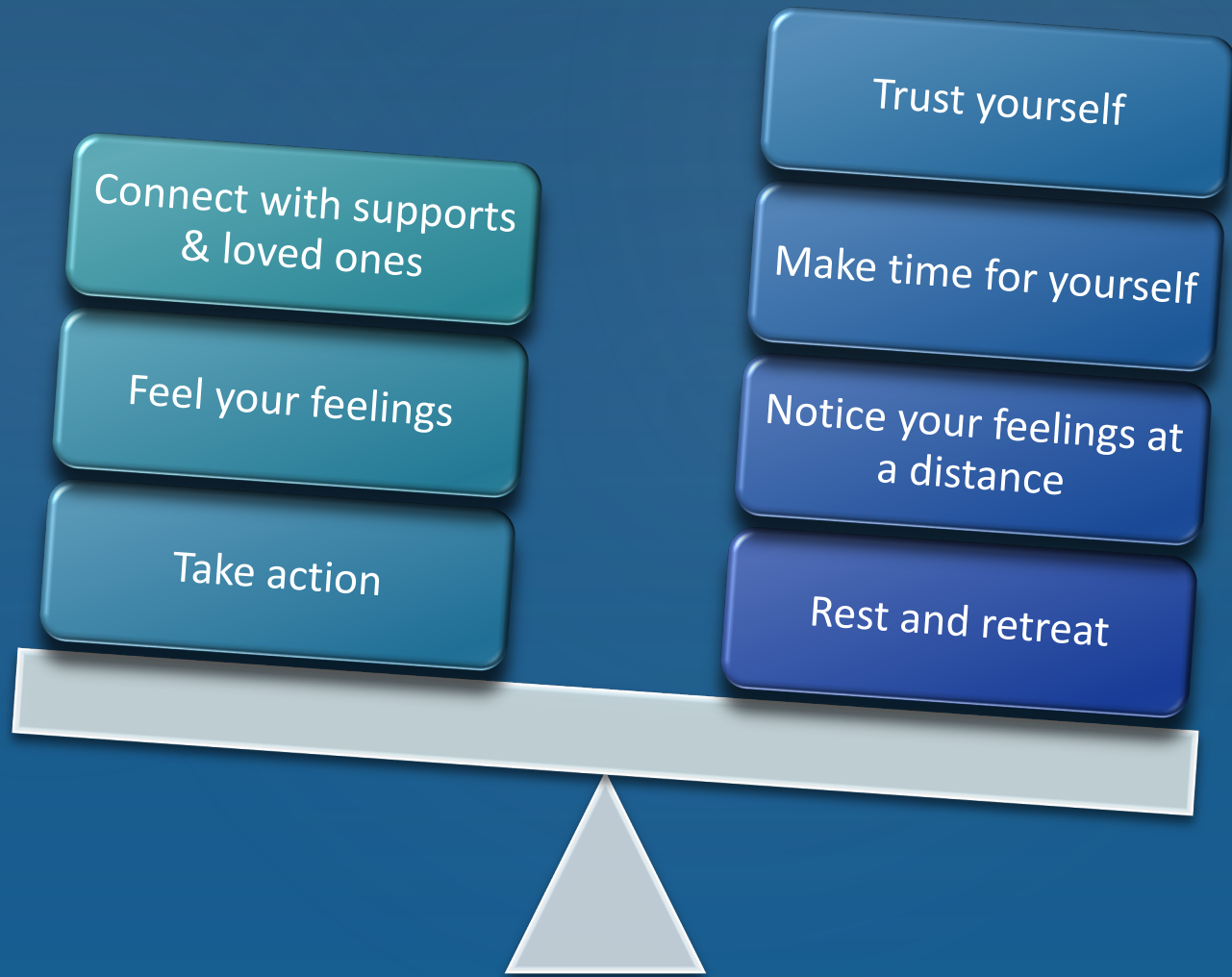




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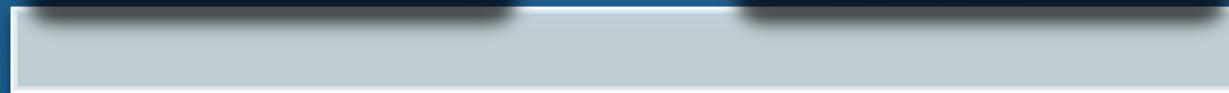
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Leadership = Living System



- All elements interconnected & interdependent
- All elements coherently organized for shared purpose
- Each element has a clear function

Survival amidst big shocks requires **adaptation.**

(Walker, Brian. *Resilience Thinking*. Walker, Brian. *Resilience Practice*.)

Collective Leadership

CORE INGREDIENTS OF LEADER'S DEVELOPMENT

Holistic Awareness
(Self, Relational, Team, System)

Commitment to Collective

Adaptability (Growth Mindset)

Resilience

Understanding of Identity & Power

Honest Communication

Authenticity & Integrity



CONDITIONS FOR COLLECTIVE LEADERSHIP TO THRIVE

Trust

Accountability

Collective Transformation

Shared Learning

Shared Power

Transparent & Effective
Communication

Shared Principles (Values in Action)

Leadership = Living System



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- All elements coherently organized for shared purpose
- Each element has a clear function

Adaptation hinges
on **feedback** from all
parts of system.

Collective Adaptation



Collective Adaptation



CONTINUOUS MULTIDIRECTIONAL

FEEDBACK

FROM ALL PARTS OF THE SYSTEM.

6 Principles for Adaptation:

- We are interconnected and interdependent.
- We are organized for a shared purpose.
- Each of us has a role and has authority within that role.
- We are all responsible for both giving and receiving feedback with the intent of adapting & changing together.
- We understand that adaptation and change is inherently unstable and often disturbs our sense of comfort.
- We commit to tending to our own personal development and ability to adapt so that we can lead together.

6 Leadership Commitments:

- Have dedicated time for meditation, journaling, reflection.
- Define and communicate clearly the shared purpose and principles you have committed to via your role.
- Uncover and address obstacles to your own adaptability. What prevents you from growing /changing?
- Ask how you can elevate equity, activate diversity, prioritize inclusivity based on your identity and role in the system.
- Do NOT engage in information hoarding, withholding feedback, or avoiding difficult conversations—open yourself to giving and receiving feedback, being in honest dialogue.
- Identify and address obstacles to your own resilience. What prevents you from feeling whole and integrated?



***Top Gun Project:
COVID-19 Epidemic Peer
Support and Crisis
Intervention via Social
Media Helping Frontline
Healthcare Personnel in
Wuhan, China***

Pu Cheng, M.D.

drbenpu@gmail.com

(see attachment for Dr. Cheng's slides)



Stronger Together – Resilience Circles

Shannon Mong, PsyD

Health Management Associates (HMA)

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Stronger Together: *Building Resilience*



Shannon Mong, PsyD

re·sil·ience

[ri-zil-yuhns, -zil-ee-uhns]

noun

1. the power or ability to return to the original form, position, etc., after being bent, compressed, or stretched; elasticity.
2. ability to recover readily from illness, depression, adversity, or the like; buoyancy.



re·sil·ience



We build resilience during adversity by



gratitude

1. affirm –both joy & struggle
2. tune in – to our interdependence
3. readiness – to show (and receive) appreciation & kindness

*Is a state of mind...
affirming value (not monetary worth)*





13 redwood

13 redwood [STRENGTH]

Imagine yourself grounded like a great, strong tree. *How does it feel?*

GRATITUDE
B L O O M I N G



STRONGER TOGETHER
RESILIENCE
CIRCLES

in partnership with
GRATITUDE
B L O O M I N G

Build resilience through mindful gratitude practices that foster connection with others in health care

FRIDAY'S 9:30 - 10:30AM PT

an invitation to pause...

- 🌿 Mindfulness
- 🌿 Nature-inspired gratitude
- 🌿 Reflect, share, and inspire each other

REGISTER at no cost: bit.ly/ResilienceCircles



QUESTIONS

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CONTACT INFORMATION

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