



Resilient Leadership



Dial: 877-853-5257
Webinar ID: 933 9318 3655



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Presenters

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Senior Training Specialist
AmeriCorps VISTA

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Executive Coach
Pathways Leadership Coaching

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Learning Outcomes

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By the end of this webinar, you will be able to:

- Define resilience and understand why it is critical to being a VISTA leader
- Discover specific strategies and evidence-based practices to cultivate resilience in yourself
- Build a climate of resilience by applying and modeling resilience strategies within your team of VISTAs

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“ We live in very uncertain times.
The question isn't, *'How can you avoid
difficulty and stress?'*

The question is, *'How do you face it?'* ”

Lisa Sinclair
Senior Faculty, Center for Creative Leadership

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About Resilience

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What is it?

resilience or re-sil-i-ence-
ri-zil-yuh ns, -zil-ee-uh ns or ri-zil-yuh n-see, -zil-ee-uh ns

noun

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

How does it relate to change?

Why does it matter?

What's the connection to Emotional Intelligence?

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Resilience Defined

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Resilience is the capacity to:

- Bounce back from setbacks or failure
- Adapt and thrive during times of challenge and change
- Maintain competent functioning in the face of major life "stressors"

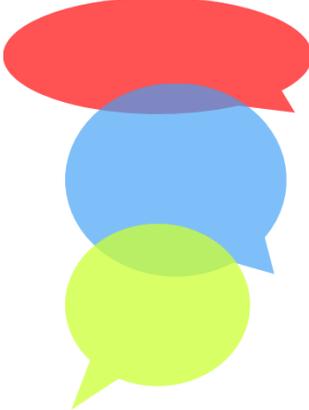
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Chat Question

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Why do you think resilience matters for leaders?



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Why Resilience Matters

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With it:

- Better able to adapt to change
- Improves effectiveness and productivity
- Learn from setbacks, recover from failure

Without it:

- Struggle with ambiguous situations
- Drains morale, energy, productivity from team

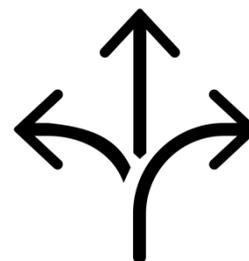
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What It Looks Like in Individuals

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- Positive, realistic outlook
- Focus on what they can change
- Solid sense of right and wrong
- Strong sense of mission/purpose
- Altruistic, concern for others
- Have a social support system and support others



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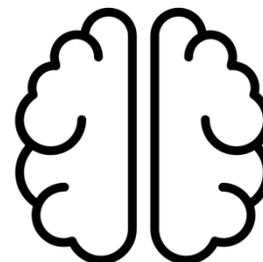
Resilience & Emotional Intelligence

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Emotional Intelligence lets people:

- Handle unexpected and unfortunate circumstances
- Survive and thrive on the other side of a crisis
- Advocate for themselves, problem solve
- And provide empathy and support to others



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Strategies to Build Resilience

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- 1 Reflect and Assess
- 2 Learn and Grow
- 3 Be Purpose-Driven
- 4 Cultivate Relationships

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Strategy #1. Reflect and Assess

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- 1 Reflect and Assess
 - Examine feelings, internal conflicts, and perception of the world
 - Understand how feelings and emotions contribute to our actions
 - Take in and process feedback from others

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Reflect and Assess Practices

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- Assess your strengths and weaknesses, and reflect on what motivates you
- Invite feedback from others
- Practice self-care
- Practice gratitude
- Exercise compassion for yourself and others



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Strategy #2. Learn and Grow

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2 Learn and Grow

- View situations as learning experiences, opportunities to grow
- Take charge of how you think about adversity, see the positive
- Navigating through crisis often results in being stronger on the other side

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Learn and Grow Practices

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- Expect change; refocus emotions and thoughts on finding a way through
- Relinquish attachment to a particular outcome
- Encourage a culture where failure = opportunity; create a learning culture
- Infuse appreciation and celebration



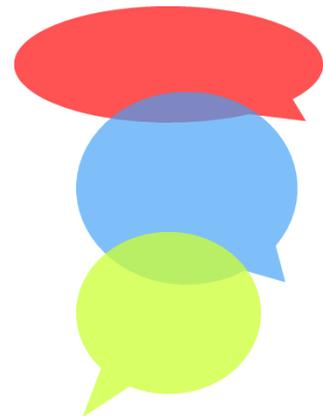
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How can you encourage self-reflection or learning and growing within your team of VISTAs?



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Strategy #3. Be Purpose-Driven

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Be Purpose-Driven

- Focus on mission to move beyond obstacles
- Develop a 'personal why' that gives your work meaning to better help you face setbacks and to persevere
- Know your values and tap into them during times of challenge

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Purpose-Driven Practices

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- Focus on why you joined VISTA
- Define or redefine your purpose, know what you value
- Move toward realistic goals; celebrate small accomplishments
- Look for opportunities for self-discovery



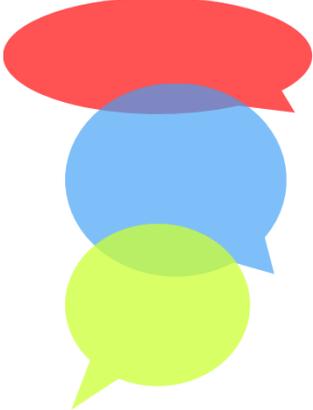
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Chat Question

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How can you encourage being purpose-driven within your team of VISTAs?



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Strategy #4. Cultivate Relationships

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4 Cultivate Relationships

- Draw strength and guidance from trusted people
- Develop a diverse network to learn from
- Provide empathy and support to those around you
- Improve existing relationships; build new ones

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Cultivate Relationship Practices

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- Maintain contact
- Coach/mentor people having difficulty
- Add value to relationships
- Build trust and respect with colleagues



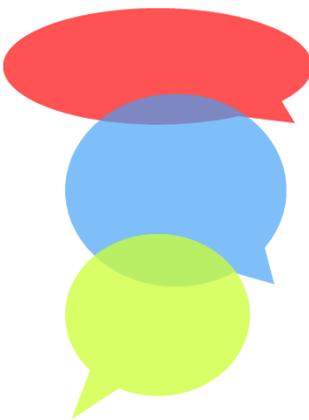
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What are some ways you build trust and connection within your team of VISTAs?



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Questions to Bring Out Resilience

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- What is the best opportunity this situation could lead to?
- What skills, habits, and knowledge do you have that will work here?
- Where have you seen the strongest momentum up to this point?

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Resources

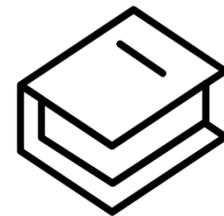
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Three Secrets of Resilience
TED Talk by Dr. Lucy Hone

Dare to Lead
Book by Dr. Brene Brown

Work-Life Balance
Podcast by Adam Grant



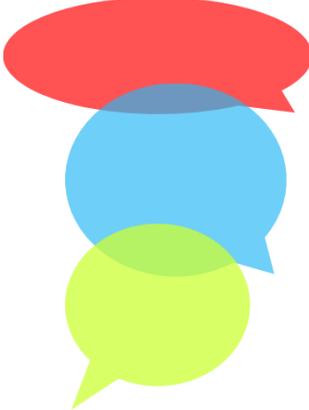
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Your Questions

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What questions do you have?



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Upcoming Webinar

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Assessing Professional Development Needs in Your VISTAs
Thursday, August 13, 2020
2:00 – 3:00 p.m. ET

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“ Surprises are the new normal; resilience is the new skill. ”

*Rosabeth Moss Kanter
Professor, Harvard Business School*

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Thank you!



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Resilience Resources

[Building Resilience](#)

article by Martin E. P. Seligman, Harvard Business Review

[Confidence](#)

book by Rosabeth Moss Kanter, Harvard Business School

[Dare to Lead](#)

book by Dr. Brene Brown

[Friendships Are Key to Workplace Resilience and Performance](#)

Interview with Dr. Valerie Purdie-Greenaway, Professor, Columbia University

[Grit: The Power and Passion of Perseverance](#)

book by Angela Duckworth

[Leadership Resiliency: Handling Stress, Uncertainty, and Setbacks](#)

article by Amy Martinez, Center for Creative Leadership

[Three Secrets of Resilience](#)

TED Talk by Dr. Lucy Hone

[Working with Emotional Intelligence](#)

book by Daniel Goleman

[WorkLife Podcast](#)

podcast by Adam Grant