Welcome! We will get started momentarily.
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.
• 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
Sustaining Resilience During COVID-19

C. Perry Dougherty
Rootwise Leadership
perry@rootwiseleadership.com
Volatile
Uncertain
Complex
Ambiguous

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.)
VUCA

- Courage
- Adaptability
- Understanding
- Vision

(Adapted & used by many leadership theorists in various ways. Origination: Bennis, Warren; Nanus, Burt. 1985. Also see: George, Bill. “VUCA 2.0,” Forbes. 2017.)
“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
Rest and retreat
Notice your feelings at a distance
Make time for yourself
Trust yourself
Ask for help
Connect with supports & loved ones
Feel your feelings
Take action
Rest and retreat
Take action
Feel your feelings
Connect with supports & loved ones
Ask for help

Rest and retreat
Notice your feelings at a distance
Trust yourself
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
Rest and retreat
Notice your feelings at a distance
Make time for yourself
Trust yourself
Ask for help
Connect with supports & loved ones
Feel your feelings
Take action
Rest and retreat
Notice your feelings at a distance
Make time for yourself
Trust yourself
Ask for help
Connect with supports & loved ones
Feel your feelings
Take action
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

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

Adaptation hinges on feedback from all parts of system.

(Walker, Brian. Resilience Thinking. Walker, Brian. Resilience Practice.)
Collective Adaptation

- Trust
- Accountability
- Collective Transformation
- Shared Learning
- Transparent & Effective Communication
- Shared Power
- Shared Principles
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)
smong@healthmanagement.com
Stronger Together: Building Resilience

Shannon Mong, PsyD
re·sil·i·ence

[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.
We build resilience during adversity by

- Forming **positive connections** with others
- Facing our pain with **self-compassion**
- Acting with **kindness & compassion**
- Honoring the **unique strengths** we develop
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)*
Imagine yourself grounded like a great, strong tree. *How does it feel?*
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...

 booths

Nature-inspired gratitude

Reflect, share, and inspire each other

REGISTER at no cost: bit.ly/ResilienceCircles
We want to hear from you!

Share your **questions** via the **chat box**. We will answer as many as possible.
Holly Salazar
Director of Operations
*The College for Behavioral Health Leadership*

hsalazar@leaders4health.org

www.leaders4health.org