



Welcome!

Better Leadership:

Centering Compassion, Wellbeing, and Belonging

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Introductions

Name, pronouns, graduate program, and/or professional work

Select one:

- What does your name mean?

Moving to (Better) Leadership

Better leadership builds more collaborative and effective teams. It supports more *resilient* and *innovative* organizations. And better leadership doesn't just impact workplace culture — it starts to transform communities, and even the world.

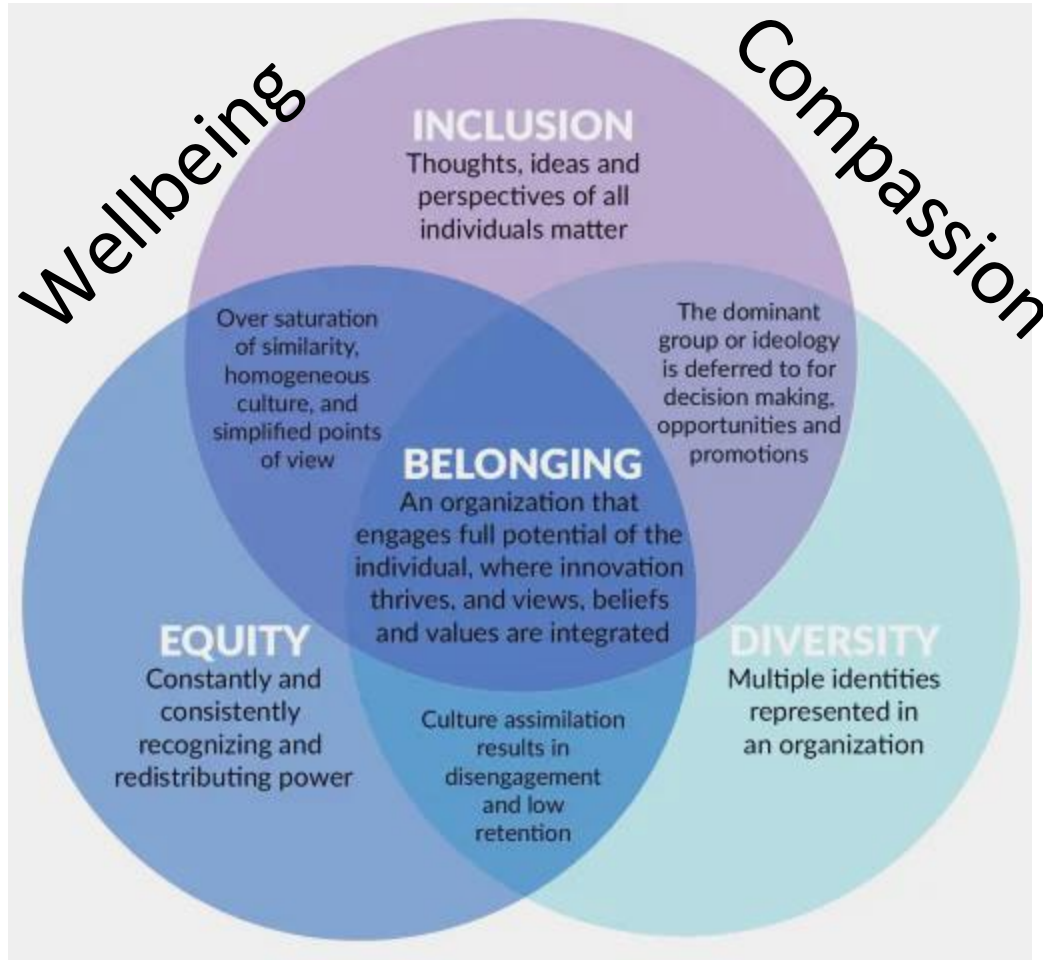


Better leadership has a focus on:

1. Compassion
2. Wellbeing
3. Building belonging

Our research and experience tell us that these pillars of compassion, wellbeing, and belonging are fundamental. They can make or break a team or an organization. And the good news is, you can influence all of them. They're powerful tools for leaders at every level.

Dignity



A journey...not a destination

Leadership is moment to moment acknowledgements of...

- What's hard
- What hurts
- What's joyous, exciting, or disappointing



...and that compassionate leaders acknowledge that others are more than any specific trauma they've endured or challenge they may be facing.

Compassionate Leadership

Able to strengthen trust with their teams and increase organizational collaboration



Help to creating a culture that invites people to bring their full and authentic selves to work.



Changes an entire organization's culture, yielding greater cooperation and grace for all



Move beyond empathetic concern to productive actions

Psychological Safety



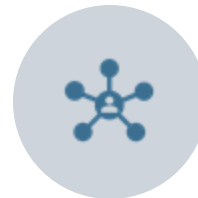
Develop group norms and create shared meaning.



Listen to and value the experiences of different identity groups.



Pay more attention to and correct biases that perpetuate inequitable environments.

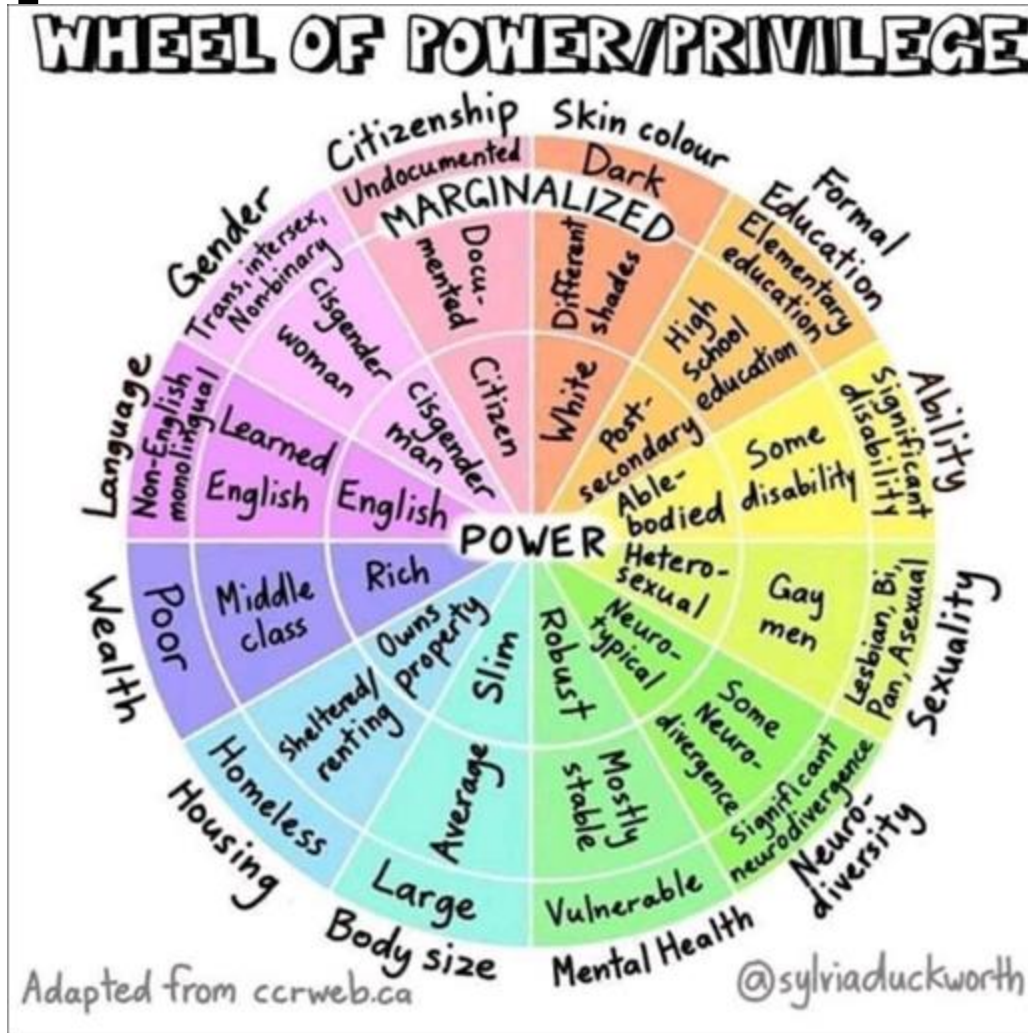


Become an ally for those with historically underserved identities.



Apply your influence and power to help create a more even playing field for others.

Compassionate Leadership



Compassion in Practice

- 7 acts of daily compassion
 - 2 for people you are close
 - 2 for people you don't get along with
 - 2 for strangers
 - 1 for yourself

Wellbeing

When employees have a sense of wellbeing, they're more engaged and creative. They also have higher job satisfaction and productivity levels, studies show, and are more likely to stay. Organizations can maintain retention by supporting employees' wellbeing, particularly agency and connection, our research finds.

6 Keys to Wellbeing

1. Purpose
2. Growth
3. Health
4. Agency
5. Connection
6. Resilience

Wellbeing

Conversation Guide Around Wellbeing

Better understand each other's perspectives on what wellbeing looks like for each individual - so that you can bolster team performance by more consistently supporting your own wellbeing and that of others.

1. From your perspective, what does it mean to “be well”?
1. Are there some parts of your job that bring you energy and feel more meaningful than others? Which of your responsibilities feel most aligned to your own sense of purpose?
1. If you are facing a challenge or setback, at home or at work, do you know how you can find support?

Belonging

The belief that we're connected, supported, and respected — is a basic human need

Critical component of creating cultures of equity, diversity, and inclusion

Can pave the way for greater performance, innovation, satisfaction, and persistence through challenges.

Linked to increased persistence through challenges and bouncing back after failure

Perceptions of inclusion, belonging uncertainty, and belonging at work were the strongest predictors of turnover intentions, burnout, and work/life balance

Cultural Humility



Cultural Humility Practice

- Reflective Storytelling and intentional perspective taking
 - You will be in pairs of two for 5 minutes. Each person will have approximately 2 minutes to share their response to the question
 - This is not so much a conversation as a time for story-telling
 - As the listener, be aware of your verbal fillers and try to practice deep listening without excessive nodding or saying “mm-hmm” or “yes” repeatedly
 - Please keep in mind that you are sharing time with someone else.

Cultural Humility Practice

- Share a moment when you felt affirmed in your culture. What impact did this have on you personally and/or professionally?

Debrief



- What?
- So What?
- Now What?

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The Journey Continues...

- Truth Racial Healing and Transformation
- Wildcat Dialogues
- 'Cats Connect



**CONVERSATION
CONNECTION
COMMUNITY**

'CATS CONNECT