

The Resilient Leadership Program: Welcome to RLP/Leadership Assessment

With Our Keynote Facilitator, Patrick O'Neill

Contacts for Patrick and our coaches are at the end of this document.

Enabling Collective Leadership

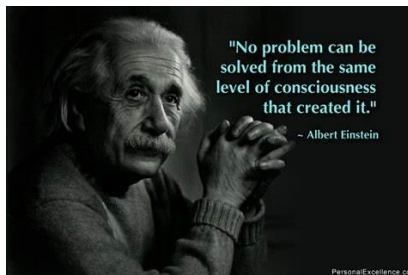
Opening question: How do we lead in the face of conflict and chaos?

Community Leadership: The capacity of a human community to shape the future.

1. **The “being” of leadership.** Involves individual self- awareness, assessment, and understanding.
2. **Our collective intelligence.** Leadership is not achieved alone. We must develop systems that unlock the full potential of our collective aspirations.

Horizontal learning: Gaining new information, knowledge, and skills.

Vertical learning: Embodying the content and the context.



Remember the mindfulness exercise. What word described your experience?

“Being” first: Being is primary. We need to take care of ourselves, as being is the source of all doing.

Principles of being:

1. Presence
2. Wholeness
3. Deep listening
4. Curiosity

Collaborative intelligence (groups)

Groups have 1) more resources than individuals, 2) greater diversity of resources, and 3) many opportunities for collective learning 3) potential for synergy.

It is often the case that we have the capacity/potential, but lack the systems to unlock it.

Synergy: when the team develops a life of its own! Remember “flow state,” where we are fully absorbed in our generative and creative state. In Patrick’s words, it feels like “being carried and held like a wave.”

Synergy is a feeling and a process that is a manifestation of the systems that support collaborative intelligence.

When it comes to group work, remember...

1. Some tasks are not designed for collaborative work, and that is okay. Know when to come together.
2. Conflict can be an opportunity to create!
3. Address the system, not the source. Think about the systems that will be built for collaborative success.
 - a. Recall Patrick's story about the community in Africa with a suicide incidence of 0. The system of community, coming together to care and support one another, is a system that works- we are a hive species! We derive meaning purpose, and resilience from connection. This is something our Western society can learn from.

Group activity

1. Share stories of when your team was performing at its best.
2. What was unique about this experience?
3. What conditions enabled this experience to happen?

Saanich Neighborhood Place:

- Everyone's voice is heard and has equal weight.
- Everyone brings something unique to the team and goal.
- Synergistic; complimenting each other
- Choosing our expertise and inviting others to share theirs.

BGCCVI

- We have a common purpose and a common goal
 - Time + resources + focus = strength
- Challenging tasks are gratifying tasks
- Trust and belonging are fundamental
- Relationships are principle: do it for the purpose, but also for the people you work with

Cowichan Green Community

- Commitment during a transition moment; commitment to the vision, to taking risks, and to our people.
- Finding opportunity in a crisis.
- There is power in choice... in how you react to the uncontrollable events.
- "you don't just bounce back, you create something new, and that is resiliency" - Patrick

OUR Eco Village

- People are excited, curious, and engaged.
- There is a challenge worthy of our strength

Reflection of the group content and experience:

Performance competence: Does the team output meet the standards of those who have to use it?

Learning competence: Does the team experience contribute to the personal well-being and development of members?

Growing competence: Does the team experience enhance the capabilities of members to work interdependently in the future?

The Secret Sauce of Teams!

Not all groups are teams.

The Essentials...

1. Be a real team

Be bounded, stable, and have the authority to make change to avoid road blocks and slow progress.

Bounded teams: you know who's in the team and who is not, versus unbound teams where people are coming in and out- unbound teams do not promote cohesion.

2. Have a compelling purpose

Remember the 3 C's!

Clear, consequential, challenging.

3. Select the right people

Choose a diverse team with diverse skills.

Resources referenced by Patrick:

Viktor Frankl's *Mans Search For Meaning*, on deriving meaning and purpose in dire circumstances- the essence of true resiliency.

Podcast, **Episode #082: The TDS Survey: 6 Conditions of Team Effectiveness with Dr. Ruth Wageman, Pauline Willis & Dr. Krister Lowe**

<https://www.teamcoachingzone.com/tds-survey-podcast>

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Our coaches (bios & contacts)

Dave Maracek

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Dave is a passionate leader, who for 42 years, has successfully lead teams, in HR, IT, Sales and business operations, enabling organizations to execute new initiatives and deliver quality operational services

My leadership practise is described as follows:

Leading one's self, as once we understand who we are and what we believe, we are then prepared to interact with other people in teams, organizations and communities to reach for the best possible future. My personal leadership attributes are; *presence, sharing vision, taking care of others, and a learning culture.*

Leading through systems thinking simplifies the grey space and clarifies the context of human interactions (self - team, team - organization, organization-community). This is the point of maximum leadership leverage where I can coach people to achieve a successful outcome.

Penny Jadwin

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Transformative leader in IT program management, change management, strategy development, operations, and project delivery in start-up, medium-sized and global corporate and government environments. Strong mix of strategic and operational expertise with ability to quickly establish credibility and relationships with business area executives, demonstrated thought-leadership in new process and service offering development and organizational change management. Proven success in consultative and partnering roles.

Skill highlights include:

- business relationship management
- program/portfolio management
- project management and delivery
- new service offering management
- organizational change management
- business transformation
- business process improvement
- IT/business strategy alignment