

MASTERCLASS SERIES

Building a Mentally Strong Organization:
Navigating Change for a Successful Workplace Re-Entry



FEATURING:

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Founding Director of Executive
Mind Leadership Institute

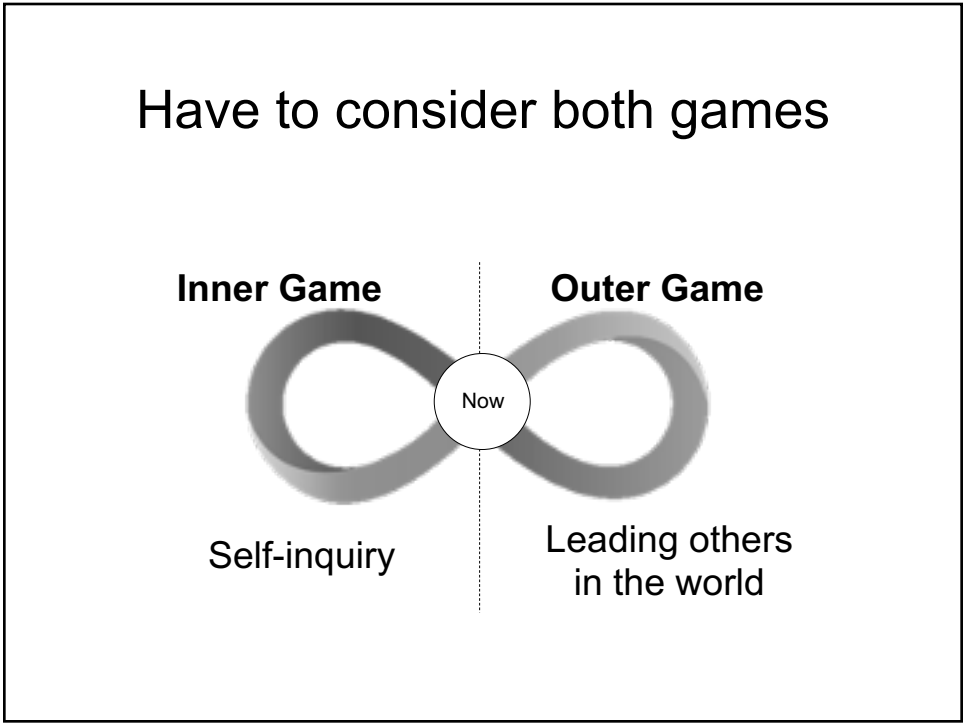


08.17.2021 | 11:00 a.m. – 12:30 p.m. ET

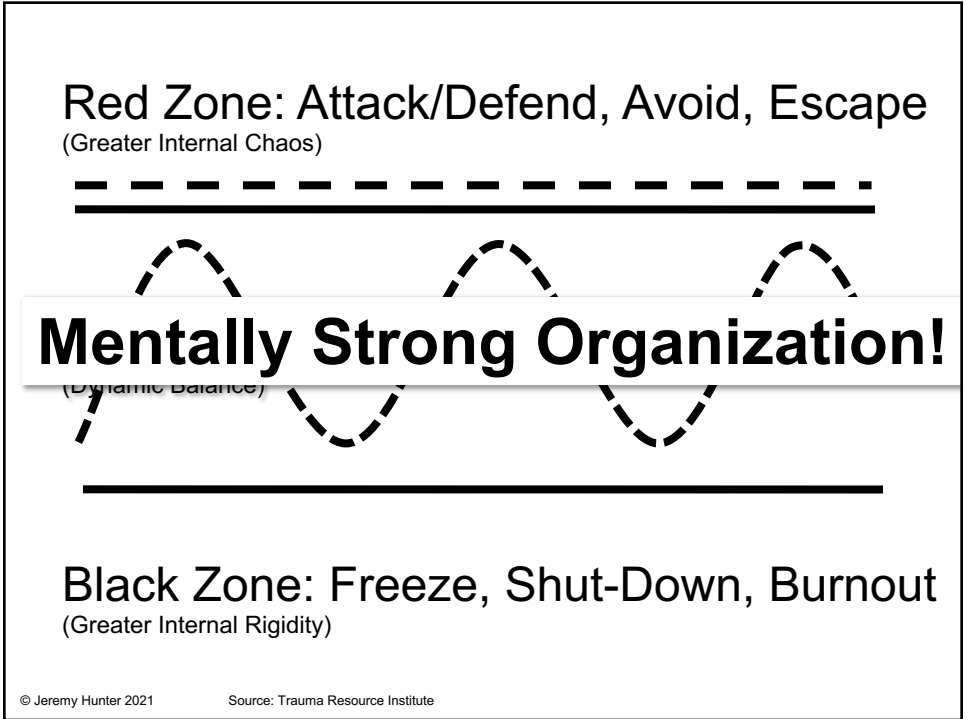
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First...
where are you?

2



3



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Agenda For Today

How do you deal with change?

Transitions and how you (and your company) navigate them...

How do I get through this??

What are the questions you need to ask to navigate transition?

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How are you
dealing with
change?

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Please take a moment and
contemplate, in the past 18+ months,
what changes have
you experienced in your life?

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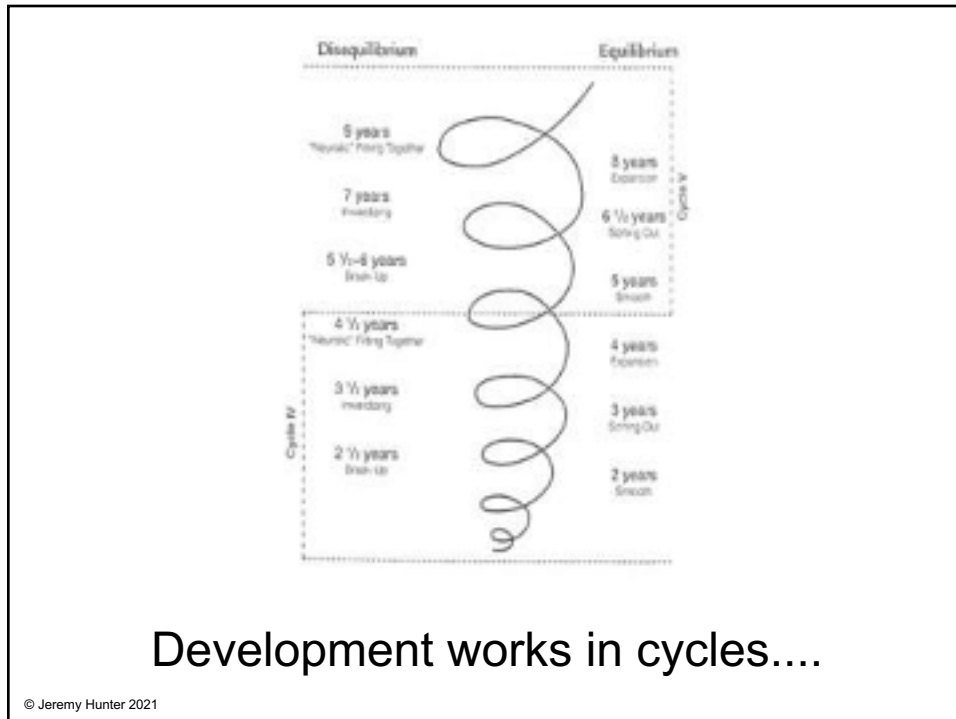
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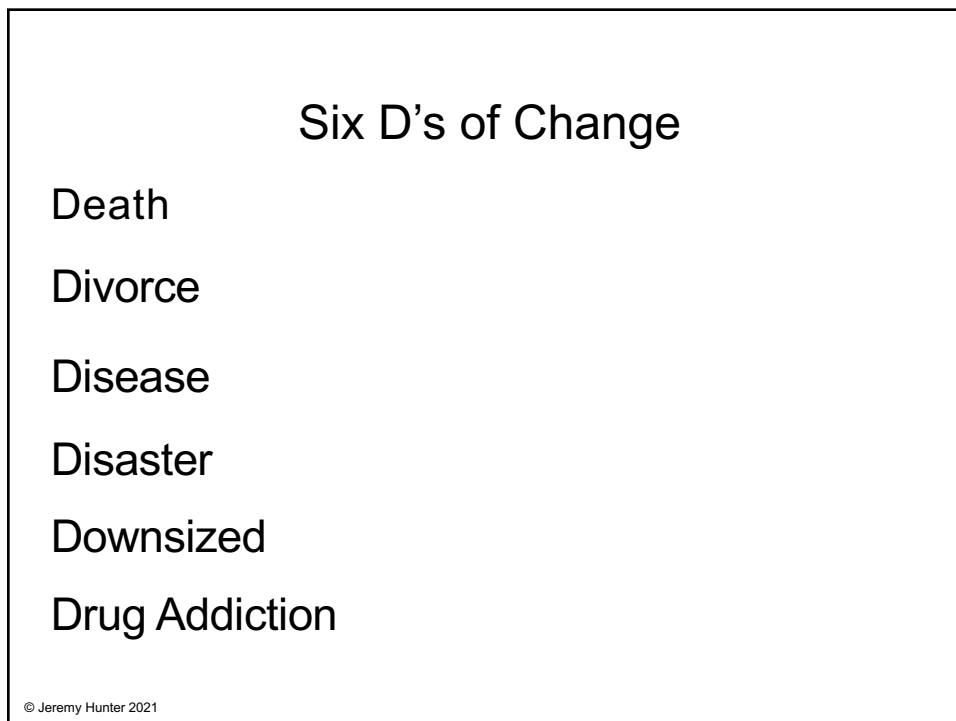
Do you assume time moves in cycles or
in a straight line?

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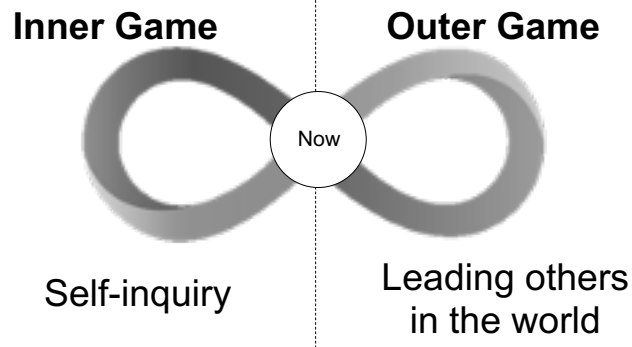


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Have to consider both games



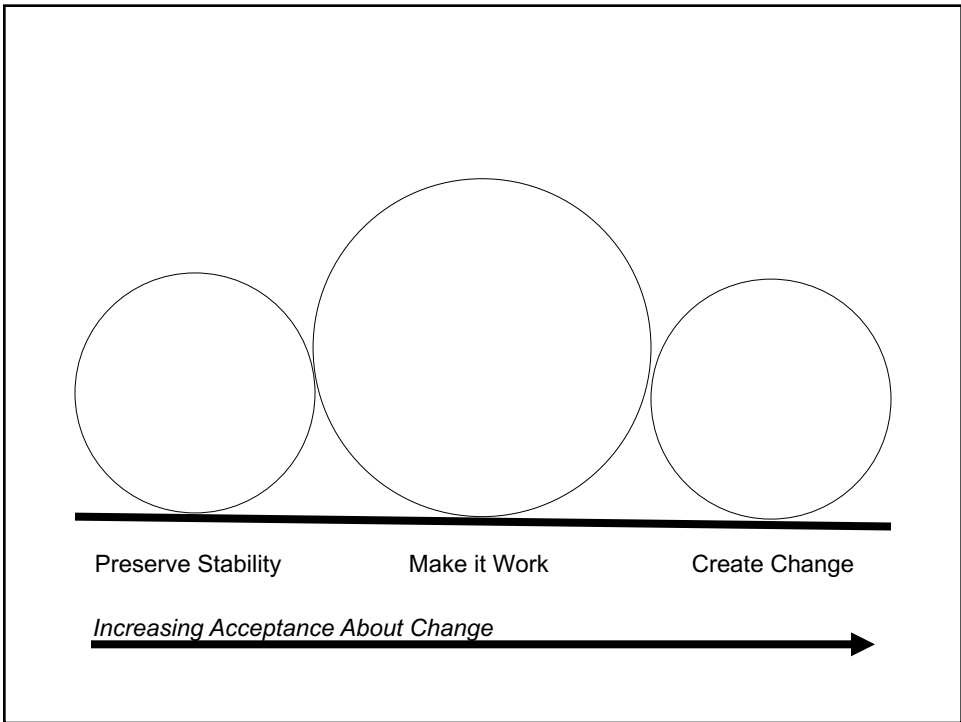
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How do you meet change?

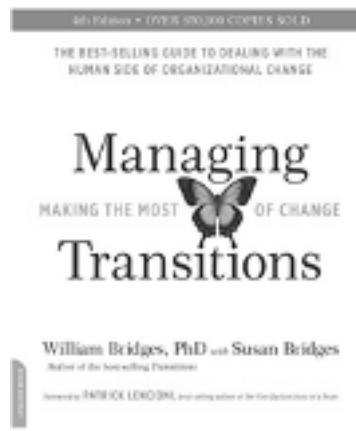
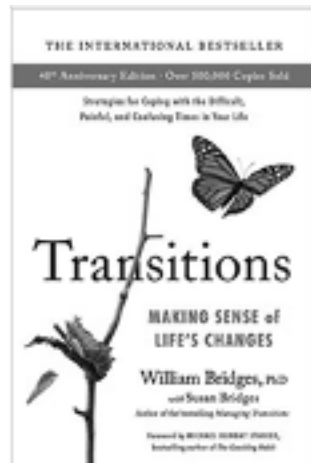
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Transitions

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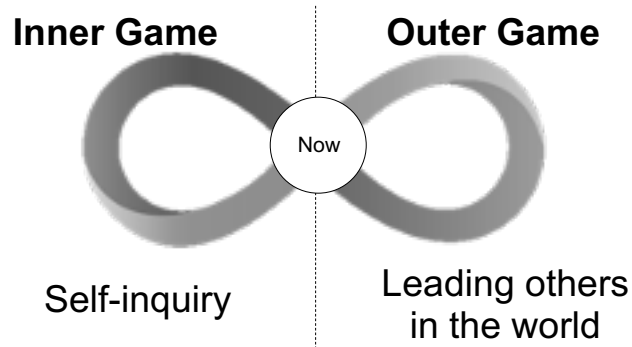


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Transitions are Internal

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Have to consider both games



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Shifting the story of who you (Your organization?) are.

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Name:

Heather Dyer

Occupation:

**Endangered Species
Biologist**

“I had a hard slog through trauma, motherhood, family, school, job, caring for someone with dementia - all while trying to save the world... :-P ”



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“I powered through my day by sheer strength of character and determination not to let anyone down.

I couldn't acknowledge I was overloaded and overwhelmed.

I feared what would happen if I stopped hiding behind my never-ending list of duties?”



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“I learned I am so strong and so resilient that my strength has actually become a weakness ...


Because I *can* carry the weight of the world on my shoulders, I did.”



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“When I met you, I was about two months from a nervous breakdown.”

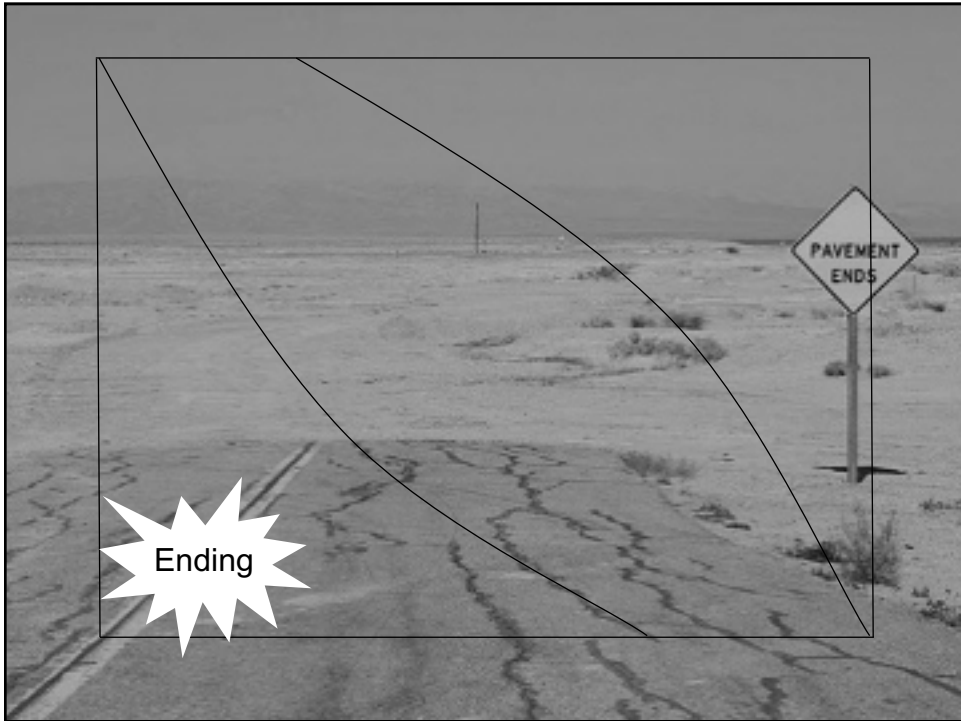
“My life was an uncanny reflection of the endangered species I’m trying to save.”



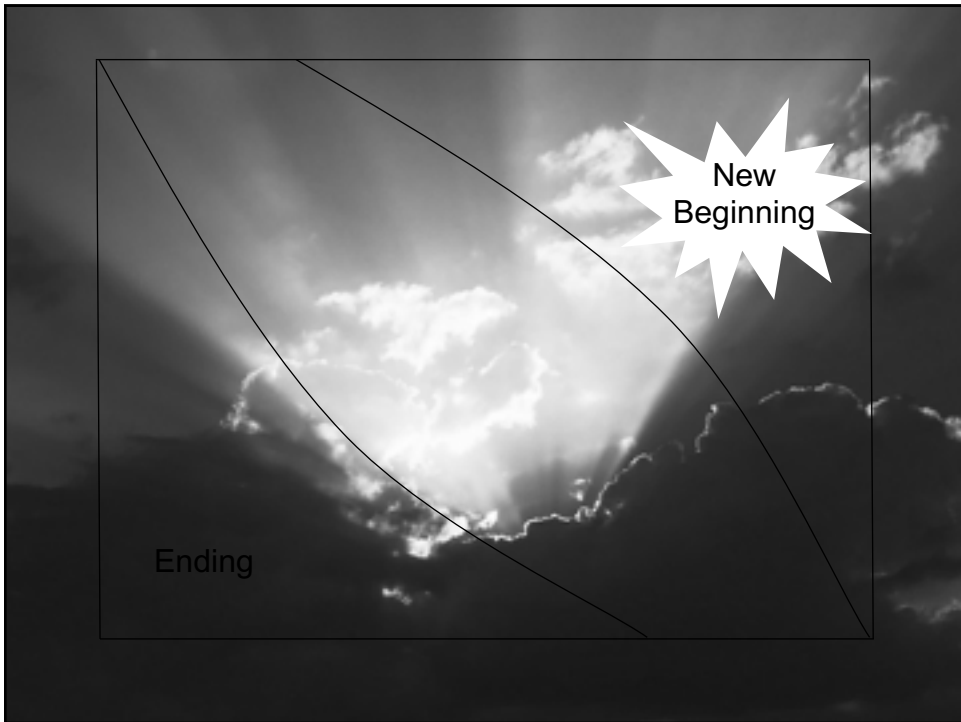
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**Transitions
have
three stages**

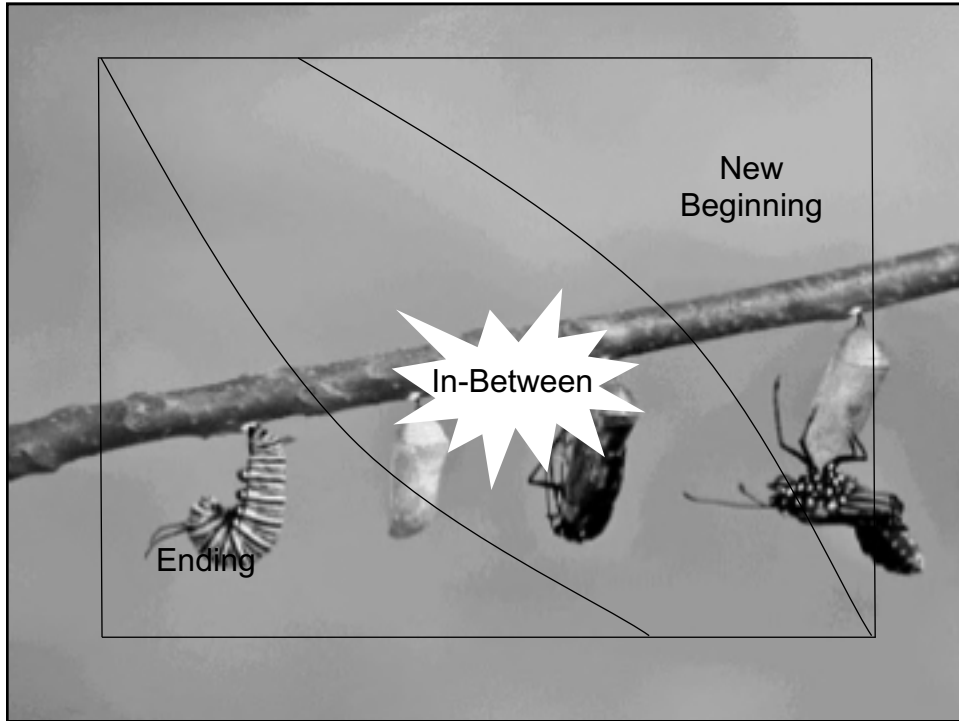
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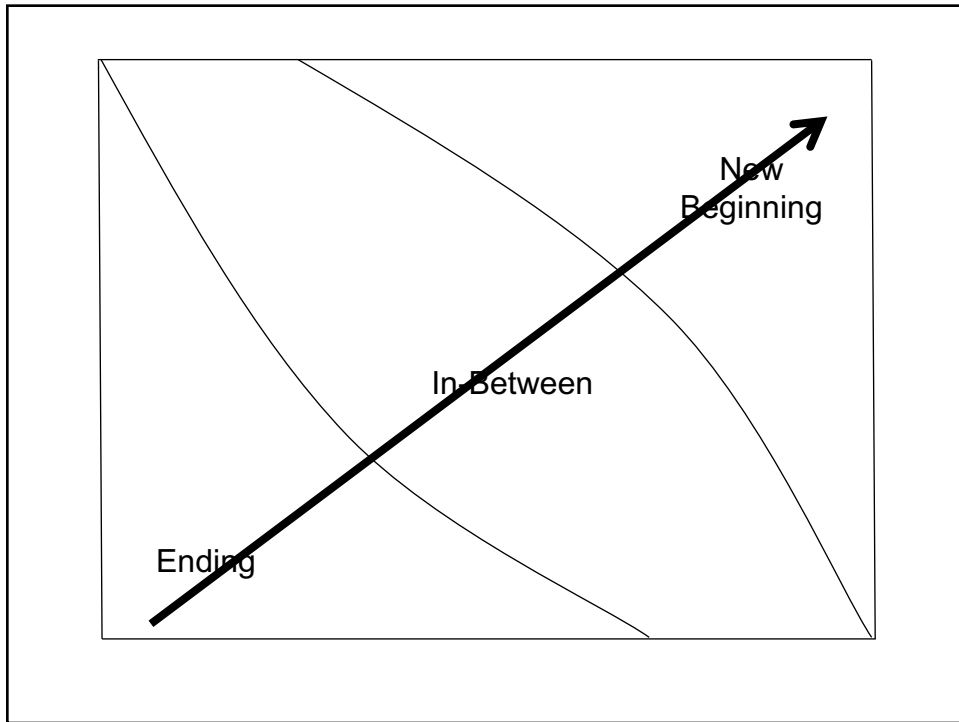
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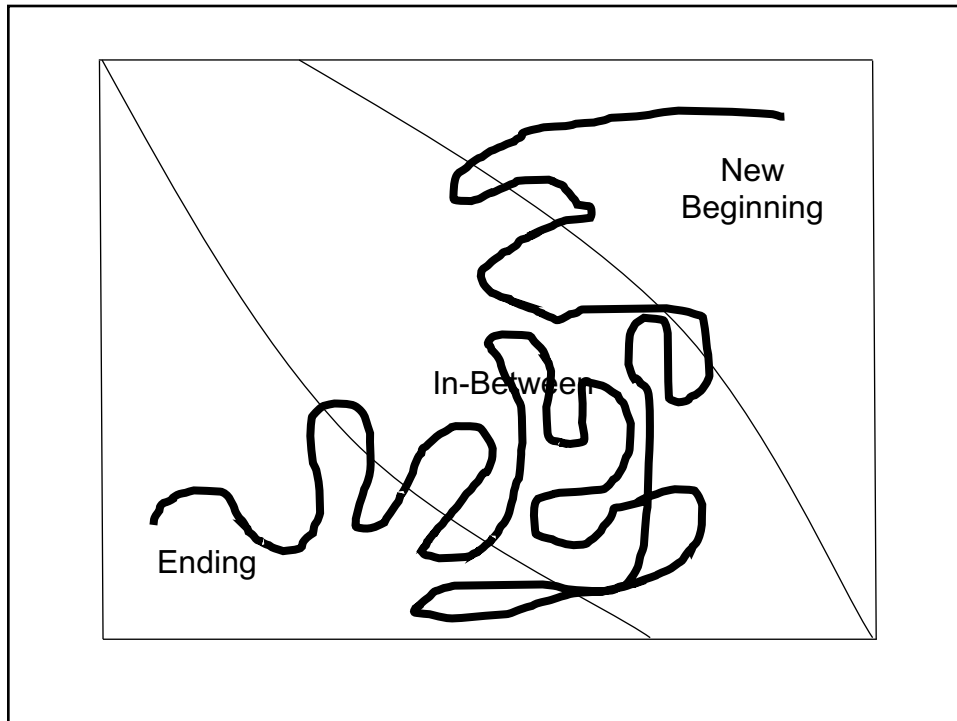
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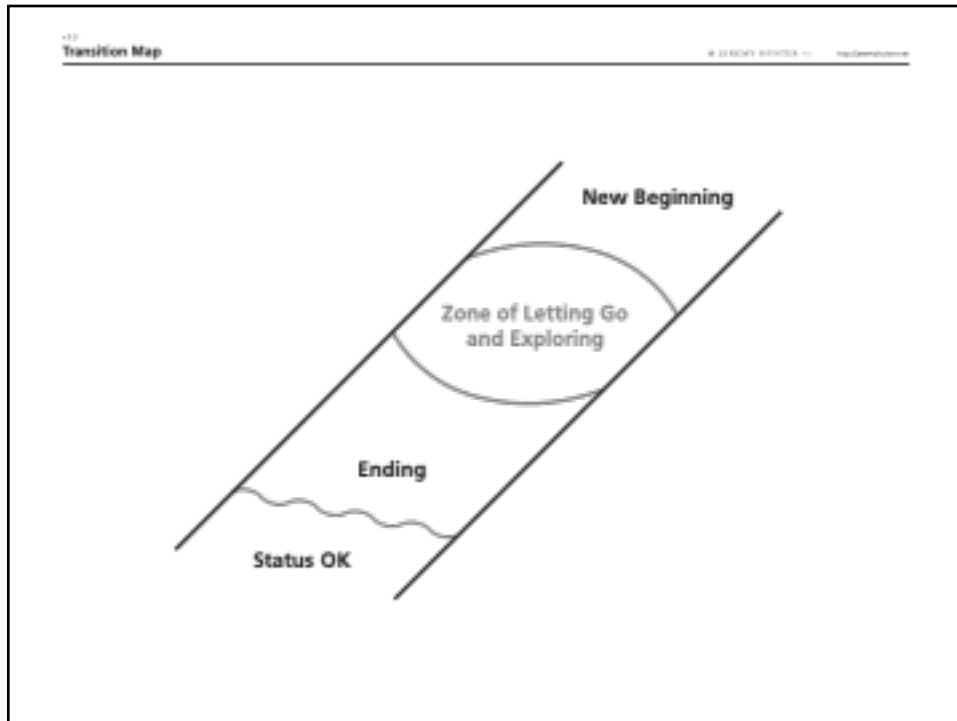
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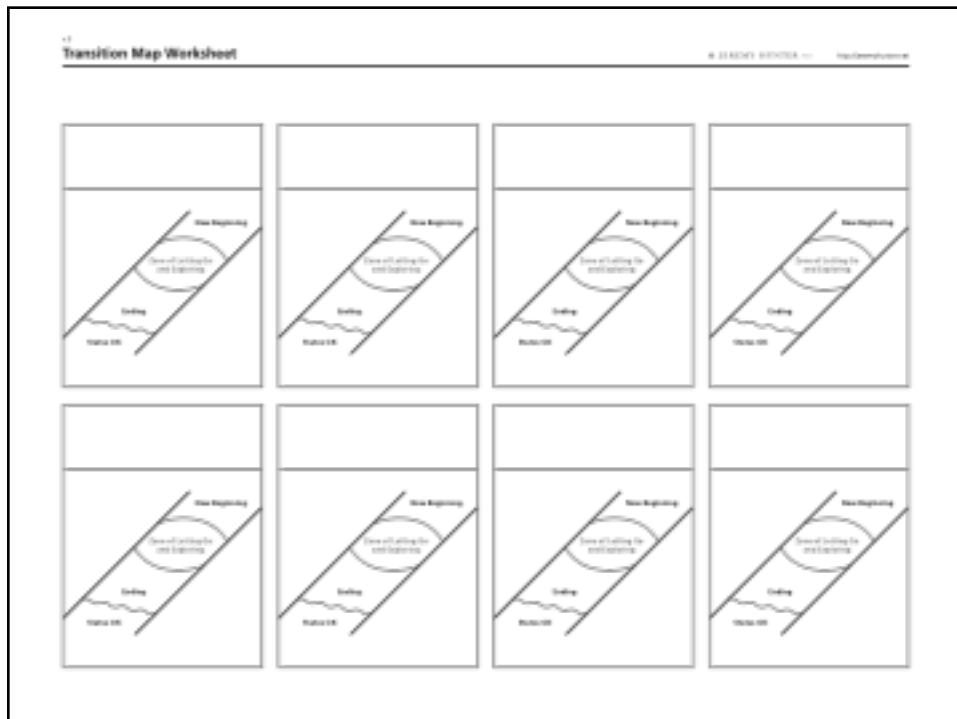
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Let's take stock...

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Transitions
require
effort.

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How do you experience an ending?

End of familiarity?
Sadness and grief?
Shock?
Uncertainty?
Denial?
Loss?



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What do you need to do?

Admit it's over and we need to adapt.

Letting go

Properly Mourn What was Lost

What new potential is emerging?

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What do we let go of?

Beliefs about yourself, others, world

Stuck physical sensations

Patterns in a relationship

Resentments, pain, ask/give forgiveness

Desire to get back to "how it used to be"

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What does your org need to let go of?

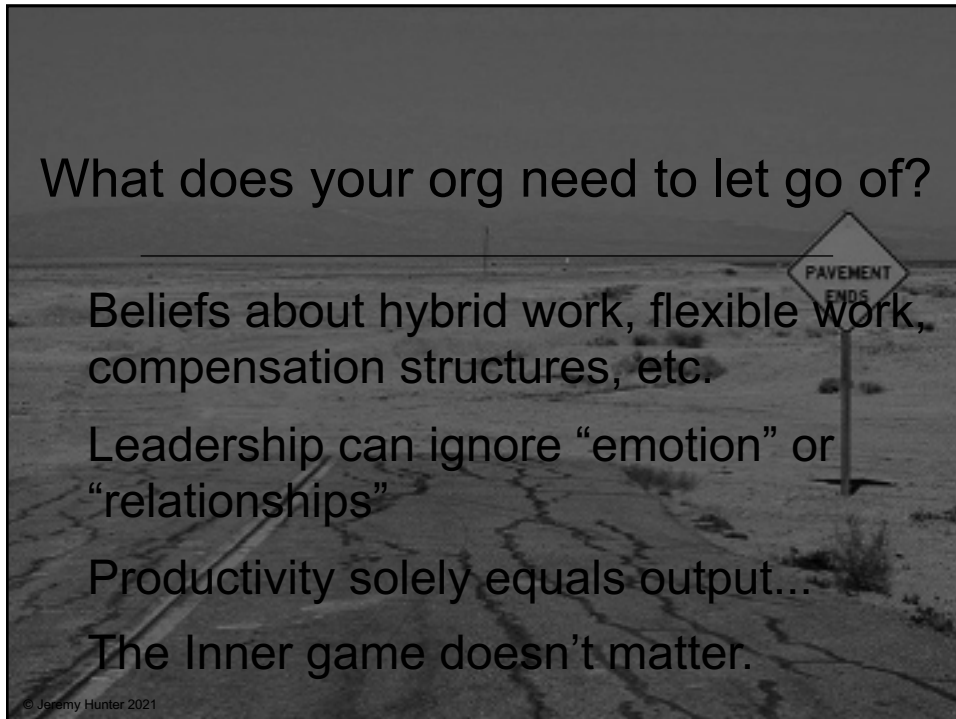
Beliefs about hybrid work, flexible work, compensation structures, etc.

Leadership can ignore “emotion” or “relationships”

Productivity solely equals output...

The Inner game doesn't matter.

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“I powered through my day by sheer strength of character and determination not to let anyone down.

I couldn't acknowledge I was overloaded and overwhelmed.

I feared what would happen if I stopped hiding behind my never-ending list of duties?”



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How do you experience this?

“I’m lost in limbo.”

Disoriented and uncertain?

A loss of purpose, value, motivation?

Want to run back to the familiar past?

Anxiety, depression and hopelessness?

Excitement, opportunity, new choices

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What do you need to do?

Period of repatterning

Learn new ways of working

Exploration/Experimentation

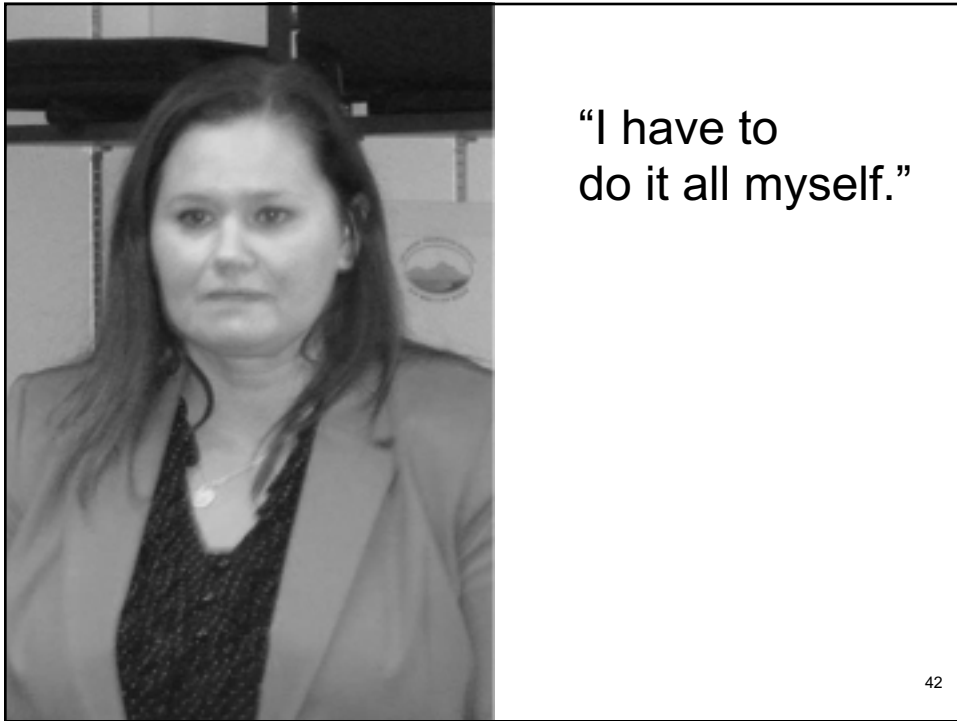
Become comfortable with discomfort

Time alone/Time together

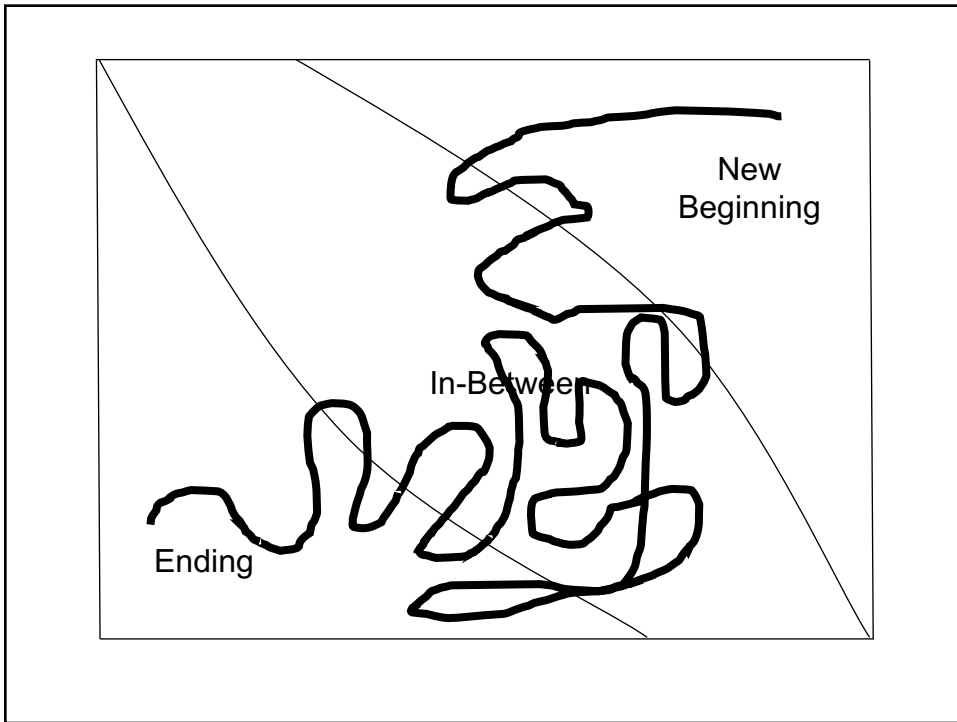
Tap sources of support and connection

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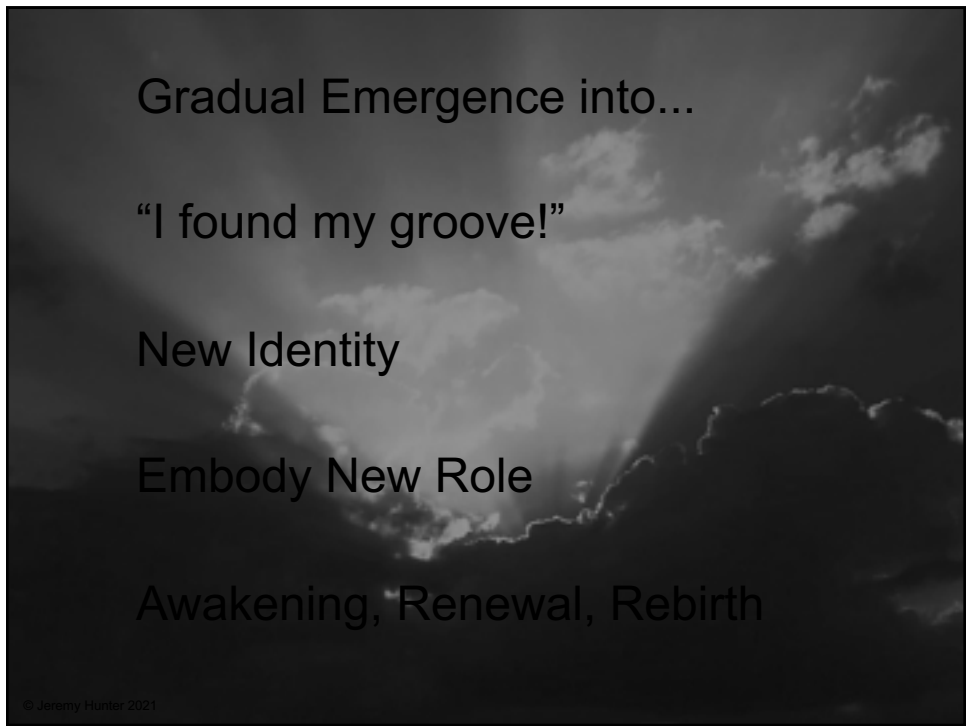


“I have to do it all myself.”

“I learned to create a support system for myself.”

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Gradual Emergence into...

“I found my groove!”

New Identity

Embody New Role

Awakening, Renewal, Rebirth

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“I have to
do it all myself.”

“I learned to
create a
support system
for myself.”

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Heather's Results:

Lead development of Habitat Conservation Plan, negotiating with 11 public water agencies to secure permits for nearly 80 water infrastructure projects while also promoting recovery of 22 native species to the Santa Ana River.

Became CEO in 2019
First Female GM



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"I learned to create a support system for myself.

As a biologist, I know we're all interconnected, but now my leadership reflects that understanding.

It's all about the quality of our relationship.

I start with inquiring
'What do you need?' "



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“I learned to be a truly effective leader, I have to keep myself in the green zone.

Then I help my staff function from their green zone.

Together we help our stakeholders live from their green zone.

The circle widens and grows.”



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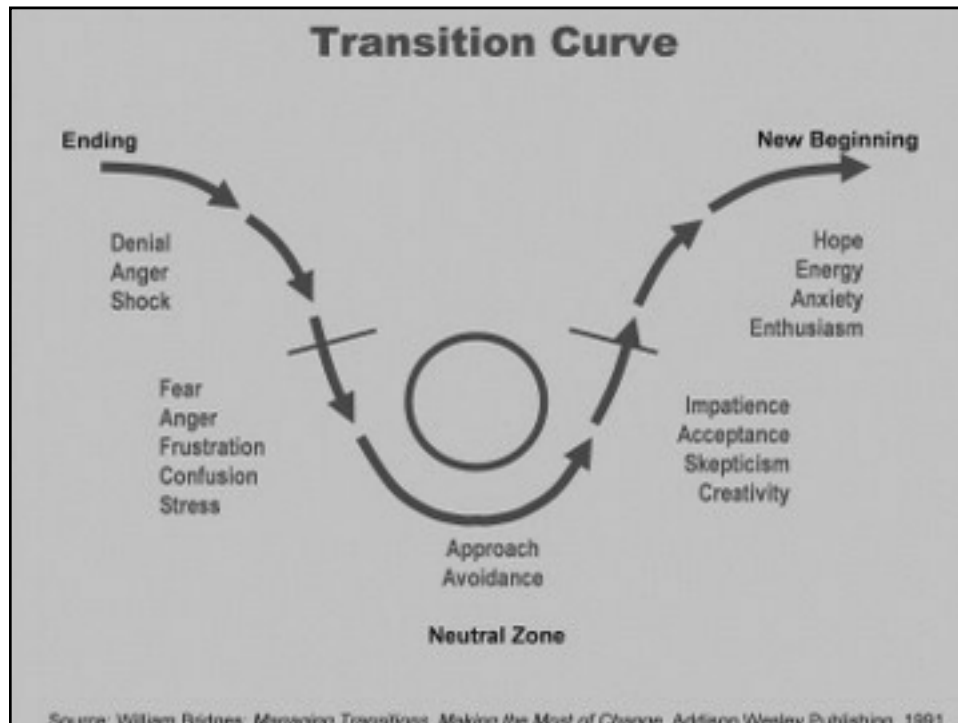
“That helps people feel safe.

When they understand their needs are acknowledged ... then they're willing to give and take to reach a collective solution.

That safety creates the foundation for **us to achieve impossible things.**”



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What has ended? Do you accept that?

What might you have to let go of?

What support for your growth do you have?

What new relationships can you forge?

What capabilities do you need to learn?

What do you need to STOP doing?

What do you need to START doing?

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Takeaways?

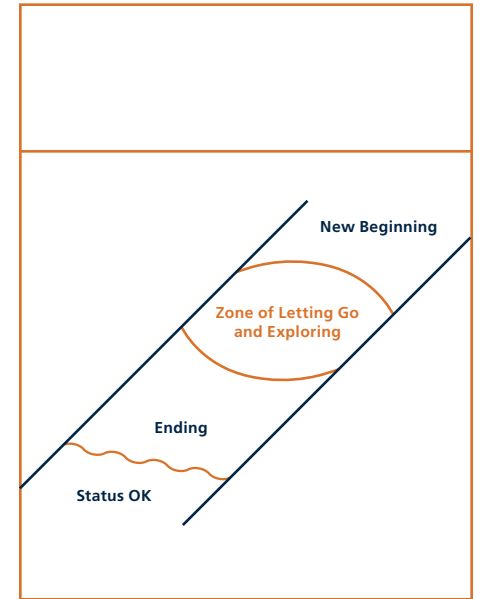
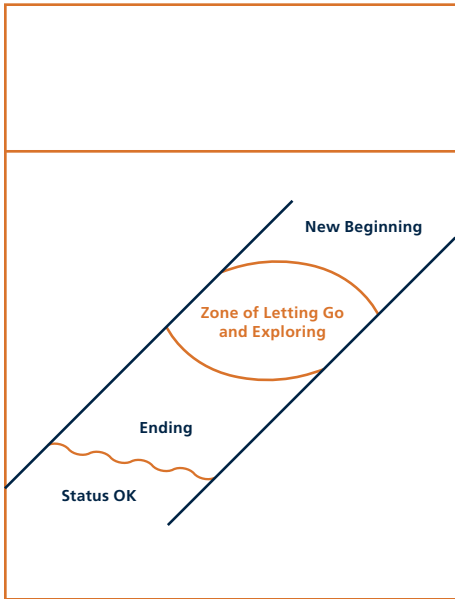
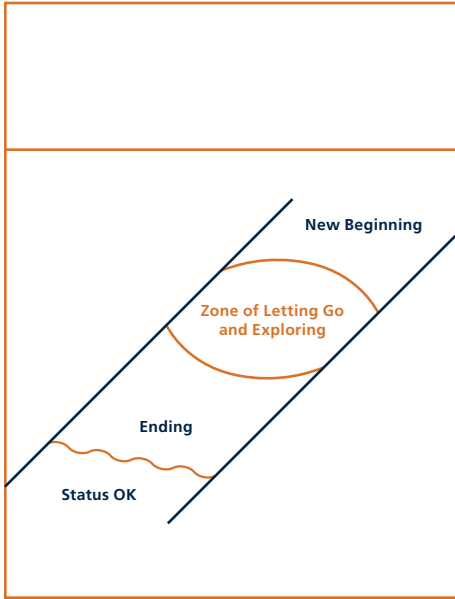
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Thank you!

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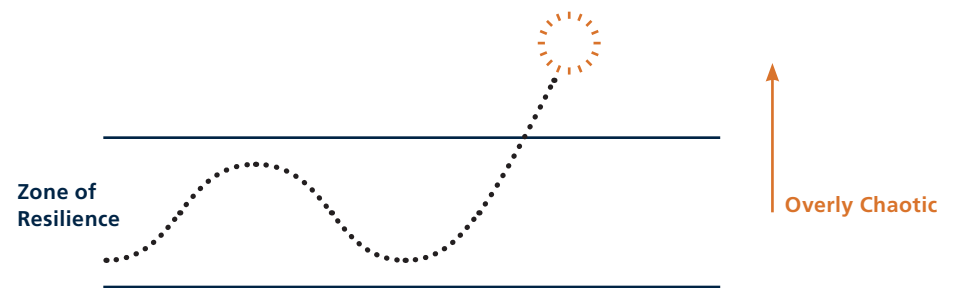
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info@JeremyHunter.net

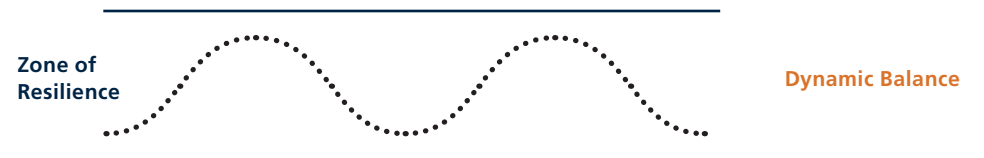


RED ZONE **Defend, Attack, Escape: Gas Pedal Stuck on "ON"**

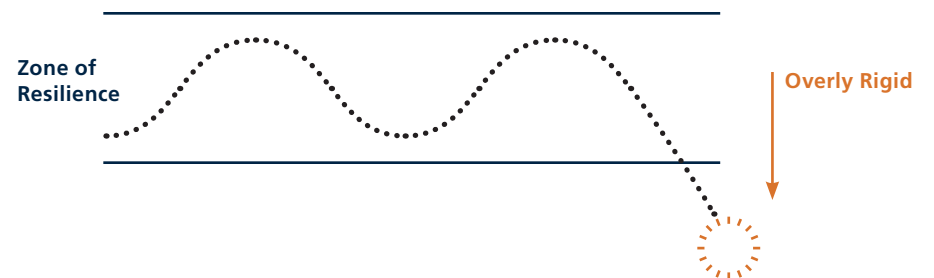
Frustration	Fat! Sugar! Carbs!
Nonstop hamster wheel	Short-fuse
Hard to sleep or relax	Hyper-vigilance
Muscle tension	Racing thoughts
Tunnel vision	Chronic pain
Poor decision-making	Worry
Impulsive actions	Panic
Short-term view	Loss of creativity
Irritability-anger-rage	FDS

**GREEN ZONE** **Leading From Your Resilient Zone: Engage, Integrate, Adapt**

Sleep well	Patient
Relaxed	Feeling safe
Confident	Spacious
Calm	Engaged
Broad perspective	Curious
Humorous	Fun
Flexible	Easy to be with
Peaceful	Adaptable

**BLACK ZONE** **Freeze, Appease, and Shut Down: Brake Stuck on "ON"**

Giving in/Giving up	Low heart rate
Sadness	Don't want to get out of bed
Disconnection	Apathy
Depression	Immune System Malfunction
Exhaustion	Poor Digestion
Low Energy	"Why bother?"
Deadness	



What has ended? Do I accept that?

What might I have to let go of?

What support do I have?

What new relationships can I forge?

What new skills do I need to learn?

What do I need to **STOP** doing?

What do I need to **START** doing?
