

TLS INTERACTIVE WEBINAR

The Role of Staff-Care in Effective Leadership



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TODAY'S SESSION

1. Staff-care during the pandemic
2. Staff-care practices
3. Staff-care and leadership



Learning Agreement / Contract for Safety

- Confidentiality
- Non-judgment
- Deep listening
- Share to your level of comfort
- Speak without interruption
- Minimize distractions



'STAFF-CARE' IN THE TIME OF COVID-19



❖ As the pandemic continues, organizations that focus on 'Staff-Care' can build on the trust they have earned.

Some key strategies include:

- Continue to meet safety and security needs
- Invest in interpersonal connections between staff, even while focusing on the business
- Create and maintain a culture that values inclusion
- Help employees connect to themselves and their purpose



Source: "COVID-19 and the employee experience: How leaders can seize the moment", McKinsey & Company, June 29, 2020

CONTINUING 'THROUGH' COVID

❖ As COVID persists ...

- We are contending with many (sometimes confusing) messages about rules and safety
- Feelings of anxiety and fear persist
- Experiences of grief and loss will be present for many
- Worry about the future is to be expected

❖ There are some basic things, as leaders, we can do to support our staff in this transition:

- Remain focused on what we can, and what we cannot control
- Beware of the 'worst-case scenario' thinking
- Wait, watch and know your own comfort levels
- Maintain your self-care regimen (see the following pages!)



STAFF-CARE BEGINS WITH SELF-CARE

- ❖ Staff-Care starts with Self-Care
 - This means YOU as leader
 - Lead by example
- ❖ Put on YOUR Oxygen Mask first!



- ❖ *Ask Yourself: How am I Being, while I am Doing?*



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LET'S BEGIN BY GETTING PRESENT!



- ❖ Let's start with breathing
 - Easy since you do it all the time!
 - Breathe in 4 counts, pause, breathe out 4
- ❖ What did you notice?



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SELF-CARE: WELLBEING ASSESSMENT

❖ Wellbeing Assessment for Caregivers



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Wellbeing Assessment for Caregivers

Rate the following areas in terms of how frequently you do them:
0 - Never 1 - Rarely 2 - Sometimes 3 - Often

Spiritual Self-Care

Find spiritual connection or community

Practice Being vs. Doing

Spend time in nature

Cultivate optimism and hope

Be open to not knowing

Identify what is meaningful to you and notice it in your life




STAFF-CARE: CURRENT STATE

- As a team/organization, do we emphasize the importance of self-care? Staff-care?
- How are we addressing varying needs of employees in this 'new normal'? Furloughed vs. not furloughed? Remote vs. on-site?
- How are we supporting a healthy work-life balance at this time?
- How are we building on trust?
- How are we ensuring all voices are heard?



GROUP SHARE

- ***What are some ways your organization currently supports and practices staff-care?***



STAFF-CARE: STRATEGIES & FUTURE ACTION



- What are some new or innovative ways we might encourage members of our team to focus on self-care?
- How could we support team members who may be struggling?
- How could we celebrate successes as a team?
- How could we find opportunities in the face of challenge or obstacles?

GROUP SHARE

- *What staff-care options would you like to incorporate into your organization's culture?*



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STAFF-CARE: STRATEGIES & FUTURE ACTION



- Begin meetings with success stories and/or connection time
- Have a peer support group
- Have regular supervision and consultation meetings
- Create simple staff appreciation activities that accommodate remote staff
- Reconnect with your "Why" often
- Set limits and boundaries with peers and clients



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INSPIRATION!

"The strength
of the team is
each individual
member. The
strength of
each member
is the team."

Phil Jackson



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