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# Leadership in Action

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Empower

People



Inspire

People



LEADERSHIP

Lead

Change



Share

Vision



*MUSICIANS MAY HAVE THEIR INSTRUMENTS  
AND ENGINEERS MAY HAVE THEIR  
COMPUTERS, AND ACCOUNTANTS MAY HAVE  
THEIR CALCULATORS, BUT LEADERS ONLY  
HAVE THEMSELVES*

*William A. Anthony*



# WHAT WILL WE TALK ABOUT TODAY?

1

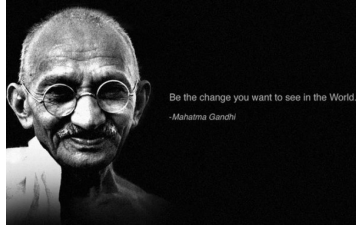
Let's discuss leadership skills that contribute to strong teams and build organizational resilience.

2

Let's consider the unique challenges that peer leaders face when becoming strong leaders while still maintaining fidelity to the core principles of peer support.

3

Let's explore the "Dare to Lead" 7 skill sets of trust; *Boundaries, Reliability, Accountability, Vault, Integrity, Non-judgement, Generosity.*



Great leaders are storytellers.  
What's yours?



**“GREAT LEADERS ARE NOT AFRAID TO ENGAGE IN CONTINUOUS INNOVATION AND CHANGE, THEY OPT FOR EFFECTIVENESS OVER EFFICIENCY, THEY ARE CONSTANTLY OPEN TO LEARNING, THEY GENERATE ENTHUSIASM FOR THEIR MISSION AND EMPOWER THEIR STAFF TO BE GOOD MANAGERS.”**

*(Zipple, Selden, Spaniol and Bycoff, 1994)*

# A GOOD LEADER!

A good leader is one who:

- has a clear vision of the role and the strengths of the organization
- understands and remains passionate about the agency's mission
- is committed to providing quality services
- is skilled in implementing his/her passion and commitment.



*Zipple, Selden, Spaniol and Bycoff (1994)*

# Leadership and Peer Values

## **Less challenging?**

Empathetic

Respectful

Strengths-focused

Hopeful

## **More challenging?**

Person-driven

Voluntary

Self-directed

Trauma-informed

# Leadership and Peer Values, cont.

***Incongruence?***

Mutual

Non-hierarchical

***We forgot a few!***

***Transparent/Honest/Direct***

- Hierarchy  $\neq$  superiority
  - Mutual agreements
- Safety in structure, direction
  - Difficult conversations



## “PRINCIPLED LEADERS”

1. Communicate a shared vision
2. Ensure that staff are trained in how to translate vision into reality
3. Create an organizational culture that identifies lives by its key values
4. Create an organizational structure that empowers themselves and their staff
5. Centralize by mission and decentralize by operations
6. Access and use information to make change a constant part of the organization
7. Build their organization around exemplary performers

*(Adapted from Anthony and Huckshorn, 2008)*



**leader** noun | lead·er | \ˈlē-dər\

**Anyone who takes responsibility for finding the potential in people and processes and has the courage to develop that potential.**

***Leadership is not about titles or the corner office. It's about the willingness to step up, put yourself out there, and lean into courage. The world is desperate for braver leaders. It's time for all of us to step up.***

# ***BRAVING Trust***

## **BRAVING DEFINITIONS**

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The acronym BRAVING breaks down trust into seven elements:

- **BOUNDARIES, RELIABILITY, ACCOUNTABILITY, VAULT, INTEGRITY, NONJUDGMENT, AND GENEROSITY.**
- **BOUNDARIES:** Setting boundaries is making clear what's okay and what's not okay, and why.
- **RELIABILITY:** You do what you say you'll do. At work, this means staying aware of your competencies and limitations so you don't overpromise and are able to deliver on commitments and balance competing priorities.
- **ACCOUNTABILITY:** You own your mistakes, apologize, and make amends.
- **VAULT:** You don't share information or experiences that are not yours to share. I need to know that my confidences are kept, and that you're not sharing with me any information about other people that should be confidential.
- **INTEGRITY:** Choosing courage over comfort; choosing what's right over what's fun, fast, or easy; and practicing your values, not just professing them.
- **NONJUDGMENT:** I can ask for what I need, and you can ask for what you need. We can talk about how we feel without judgment.
- **GENEROSITY:** Extending the most generous interpretation to the intentions, words, and actions of others.

The BRAVING Inventory can be used as a rumble tool—a conversation guide to use with colleagues that walks us through the conversation from a place of curiosity, learning, and ultimately trust-building.



# ***Dare to Lead Resources***

**Dare to Lead Website:**

**Tools, Podcast Link, Book Read-Along**

**<https://daretolead.brenebrown.com/>**

**Daring Leadership Assessment (Free)**

**<https://daretolead.brenebrown.com/assessment/>**





# REACH FOR THE STARS

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Successful Leadership is an Art that requires shared vision, strategic clarity and staff involvement

Successful and artistic leaders create environments where people:

- blossom
- develop self-esteem
- are excited about the participants success and the future wellbeing of the organization.

# Let's Talk

## GROUND RULES

- ✓ Respect Confidentiality
- ✓ Please don't use agency or personal names
- ✓ You don't have to be a CEO or even a supervisor to respond- If you are someone who wants to effect change and make good things happen, please feel free to join our conversation- because we all can be leaders!

**Is There A leadership Challenge That You Are Facing  
That We Might Discuss and Offer Some Possible  
Paths to Solutions?**

# BE A LEADER:

IN MY WORK I'M PROUD OF.....

IF I COULD, I WOULD CHANGE HOW I .....

I WOULDN'T DO .....

I WOULD DO .....

A YEAR FROM NOW, I STILL WANT TO BE DOING.....



# FOOD *for* THOUGHT

- How do you and your leadership team communicate your agency's vision in everything you do?
- If there isn't a shared vision in your agency, what do you think the vision should be and how would you communicate it?
- Are your organizational values clear and how do you and your leadership team communicate these values to all staff and service participants and assure that everyone behaves in accordance with these values?
- As a leader, how do you empower staff or how might you do more in the future?
- How do you and your leadership team support exemplary staff performers?



*Think of a leader that you know or have known.  
What made them a good leader?*