Zoom ‘Minders

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Change your name

Double-check your mic for mute

Cameras on

Make sure you have a pen and notebook

Hydration & snacks close by

Practice your views, e.g., speaker, gallery, full-screen, etc.

2021 HPOG Virtual Roundtable

Thriving in Uncertainty: Delivering Extraordinary Service When It Matters Most

Building **Pathways** to a **Brighter** Future

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OFFICE OF FAMILY ASSISTANCE

What two words describe your HPOG program at its most resilient…

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Welcome Back from the HPOG Leadership Team

Purposeful Connecting (PC)

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Reuniting the Team...All Blacks Style!

Purposeful Connecting (PC)

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Think about resilience, strengths, leadership, and learning to see the developmental opportunity that sits in midst of crisis. Take a moment and bring your HPOG program center stage.

PC Questions are also located on Pg. 4 of your workook.

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Roundtable Day 3:

Resilience: A Strategic Approach to Organizational Performance

Roundtable Purpose

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Expand individual and collective capacity to thrive in uncertainty by cultivating practices of resilience.

Day 3 Focus

Three-Day Flow

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Self

From Post Traumatic Stress to Post Traumatic Growth: Self Awareness Is the New Black!

Objective(s):

Share the genius of human brain's response to stress.

Introduce simple ways to create better stress responses

Learn grab 'n go practices to build resilience

Team

Concentration Effect of Strengths: Bolstering Team Resilience

Objective(s):

Introduce innate buffers and safeguards present in every team to bolster resilience

Learn how to activate team strengths to bolster team resilience

Learn strategies for help build collective capacity to be resilient when it matters most

Program

Resilience: A Strategic Advantage to Supercharge Organizational Performance

Objective(s):

Introduce essential strategies for making resilience a central priority in your HPOG program

Develop a high level plan to cultivate resilience throughout the organization

The Magic of this Moment

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"Consider this: What if we are at the moment where our inherited systems and structures no longer align with the priorities, values, and wisdom needed for a sustainable future."

The Magic of this Moment

Based on trend explained by Eric Teller, director of Google X

The Magic of this Moment

What now?

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Day 3 Focus

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Relational.

Collaborative.

Design.

Day 3 Focus

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Why *design?*

Day 3 Focus

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Design is about putting our values, aspirations, and principles into form. Designing our ***values into*** the systems and processes to in***form*** the way we live, ***consciously***.

Our invitation...

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Unleashing Organizational Resilience

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Charles Darwin once said: "It's not the strongest of the species that survive nor the most intelligent, but the ones ***most responsive to change****." This is truer now than perhaps any other time in our shared history. We know we must be adaptable, resilient, and resourceful to create, not simply react to, an unfolding future. But even in moments of volatility, tragedy, and uncertainty like this, there are examples and signs of our true colors, highest ideals and values, or core strengths we should keep.*

REVITALIZATION BREAK

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10 MIN

Take a well-earned revitalization break…

- Move
- Hydrate
- Return

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Making Resilience a Program Priority

Grab ‘n Go Tools and Resources for Practicing Resilience

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Part 1: Organizational Design for Resilience: Making It Central to How We Work

Cynthia Whitaker, PsyD and MLADC, President and CEO, Greater Nashua Mental Health

Organizations

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Conventional View

Resilient Organizations

- Adaptable to changing conditions
- Compassion for the human experience

Organizations as Living Systems

- Thriving organizations start with thriving people
- Designing organizations to support resiliency

Designs to Support Resilience

Designs to Support Resilience

Designs to Support Resilience

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- Recognition & Responsibilities
- Strong values
- Clear roles
- Accountability
- Flexibility
- Transparency

Designs to Support Resilience

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What might you add, change, or take away to foster these building blocks in your organization?

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Part 2: Turning Adversity to Advantage: Building Resilience One Partner at a Time

Carolyn Colleen Bostrack,
Executive Director,
1LifeFullyLived

Active Learning Cycle: Reflection & Planning

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Building Out Our Program Plan to Design for Resilience: A Two-Step Action Plan

Active Learning Cycle: Reflection & Planning

Part I

- What's the biggest insight/aha/reminder I received from Cynthia or Carolyn?
- What 1-2 are most real and relevant for me as a leader in my HPOG program?

Part II

- Participant Workbook, Pg 11-12

Victory Lap!

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- Day 3 High Points and Summary
- Feedback
- “Wait…There’s More!”