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

My team matters now more than ever because...

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Welcome Back from the HPOG Leadership Team

Purposeful Connecting (PC)

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Treasure Hunt

Here's what you're looking for…

1. an item that makes you smile;
2. an item that tells a story we don't know about you, and
3. an item that reflects a great team experience you've had

PC Questions are also located on Pg. 3 of your workook.

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Roundtable Day 2:

The Concentration Effect of Strengths: Bolstering *Team* Resilience

Roundtable Focus & Overview

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

Key Objectives

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Objective 1: Identify core resilience factors and strengths from one's own lived experience

Objective 2: Recognize crucial elements of team resilience and how to leverage individual strengths for team success under pressure

Objective 3: Develop a high level plan to build resilience throughout the program, organization, and partnerships

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

Thriving in Uncertainty: The Concentration Effect of Strengths

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"The most essential capacity for human evolution is collaboration...it's the relational capacity that will enable us to [thrive] as a people."

- Diana Whitney

Unlocking Team Strengths

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Through the ups and downs of these times, the moments of hopefulness and despair, we have all reached down deep and been part of making a bigger difference together than we could have alone. Share one of the moments where you worked with others to make a difference last year- a difference beyond what you could do alone-and why it stands out for you.

REVITALIIZATION BREAK

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10 MIN

Take a well-earned revitalization break….

- Move
- Hydrate
- Return

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The Concentration Effect of Strengths: Bolstering *Team* Resilience

Bolstering Team Resilience

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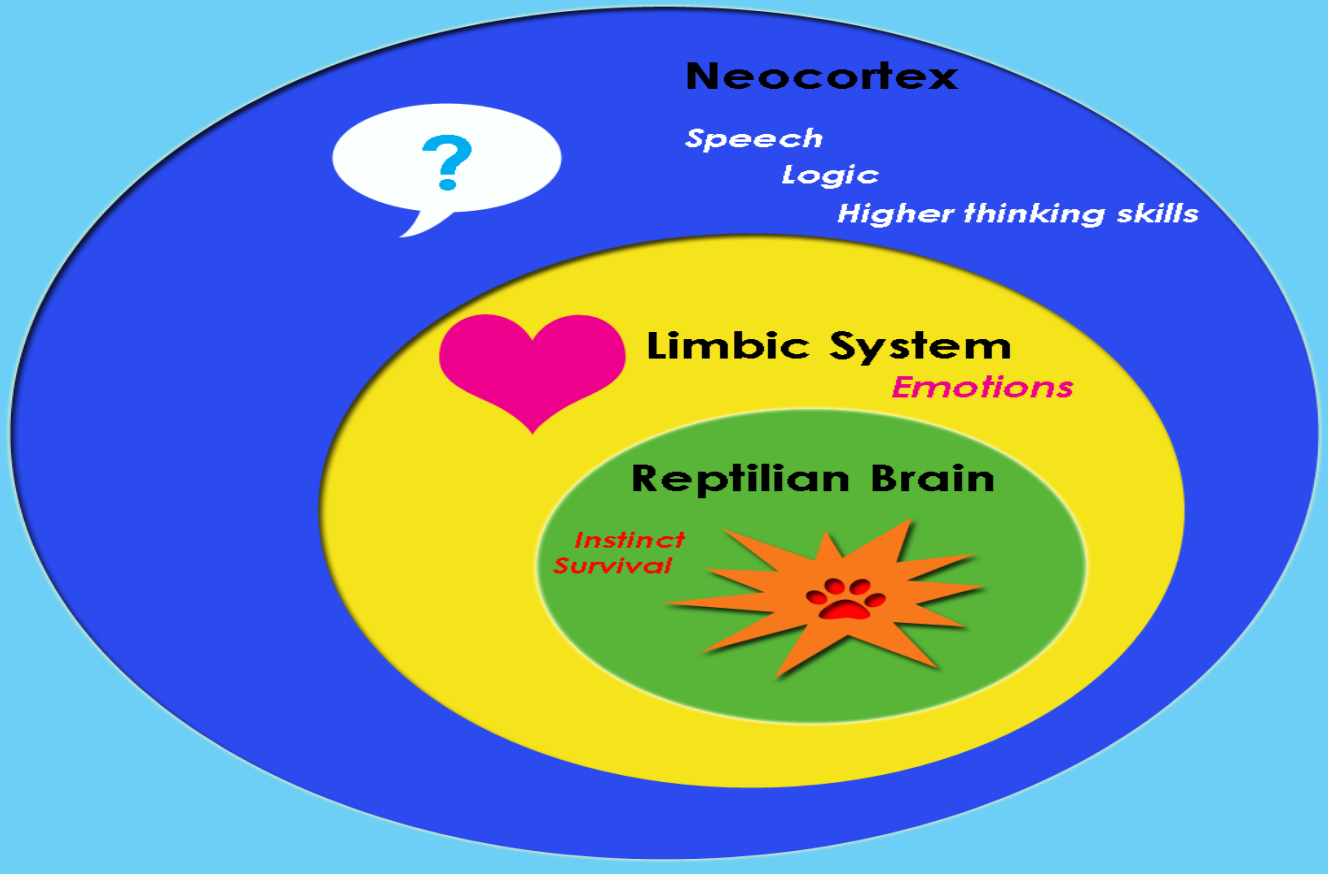
The Triune Brain Model



Chun-Hori 2007

Dimensions of Resilient Teams

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clarity

nurturing leadership

shared purpose

shared responsibility

empowering relationship

uplifting communication

productivity

shared procedures

evolving energy

performance

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Strengthening Team Bonds When Stress Is High

Grab ‘n Go Tools and Resources for Practicing Resilience

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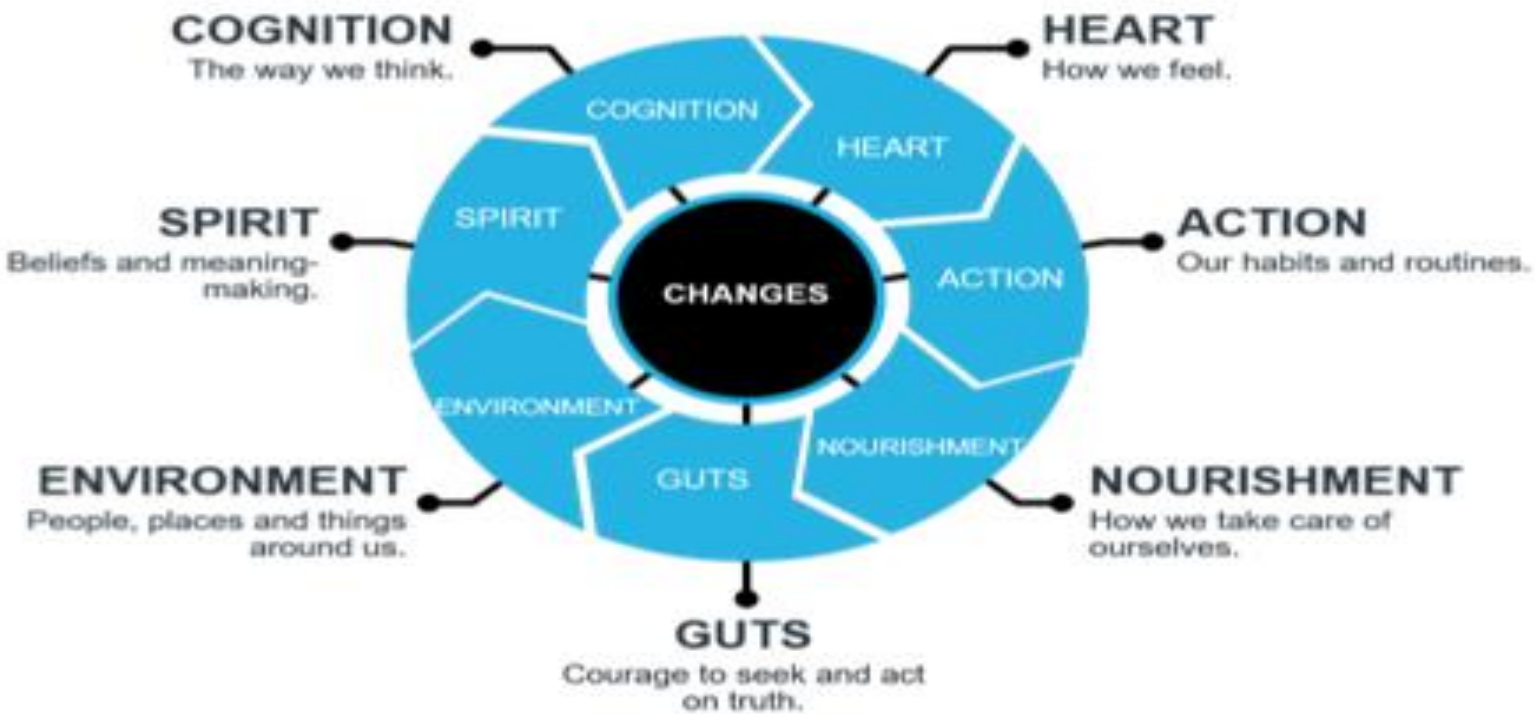
Part 1: CHANGES Model to Reduce Stress, Master Adaptability, and Achieve More…

…even during the COVID crisis

Michael Diettrich-Chastain, LPC, ARC Integrated

The 7 Pillars to Master for Successful Change Management



CHANGES	1 (IGNORING) ----------5 (OPTIMIZED) [Check one for each dimension]				
COGNITION – The way we think.	1	2	3	4	5
HEART – How we feel.	1	2	3	4	5
ACTION – Our habits and routines (daily, weekly monthly etc.)	1	2	3	4	5
NOURISHMENT – How take care of ourselves (movement, nutrition, sleep)	1	2	3	4	5
GUTS – Courage to seek and act on our truth.	1	2	3	4	5
ENVIRONMENT – The people, places and things around us.	1	2	3	4	5
SPIRIT – Our beliefs and meaning we apply to our lives.	1	2	3	4	5

CHANGE	INSIGHTS	COMMITMENTS	COMPLETION DATE
Cognition			
Heart			
Action			
Nourishment			
Guts			
Environment			
Spirit			

Click on the image below for some additional tools…

Yes, I'd love to download The Changes Playbook!

Micro Learning Cycle

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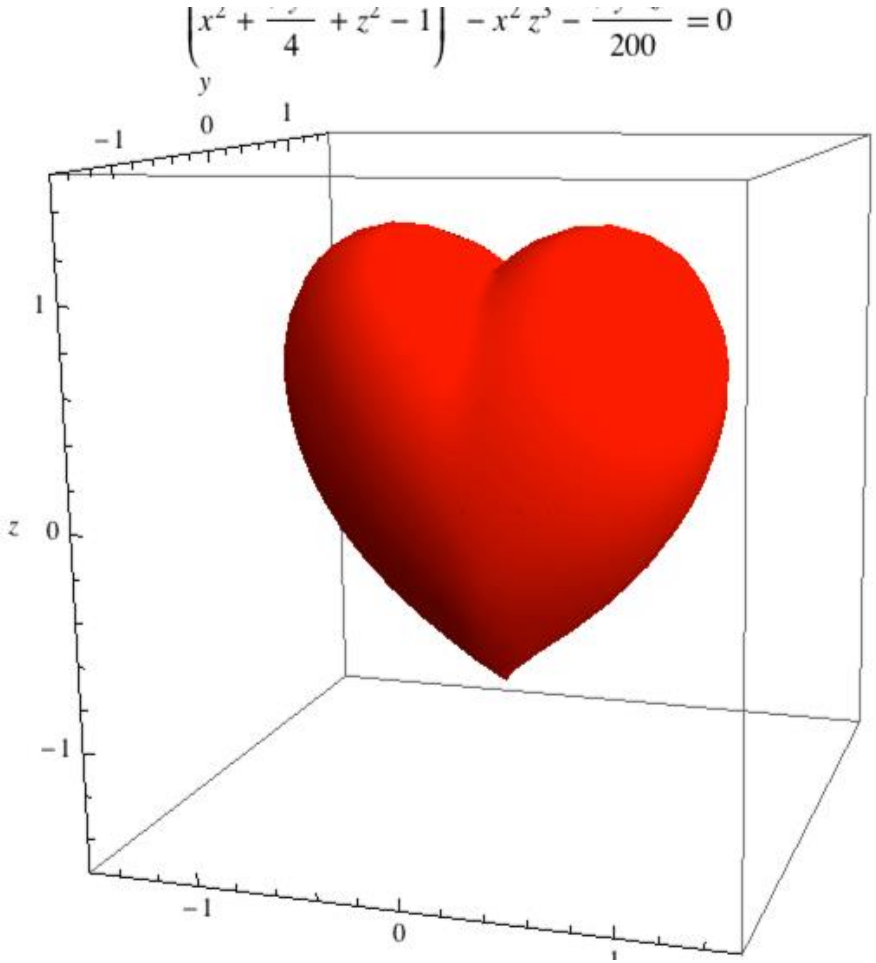
'What can I add to my practice playlist?'

Take a min to write down:

- what energizes me
- what inspires me
- what might strengthen my RSPs or give me faster access to them under pressure

Part 2: Using Heart Intelligence to Strengthen Teams when It Matters Most

Linda Dolan, Chief Activator and CEO



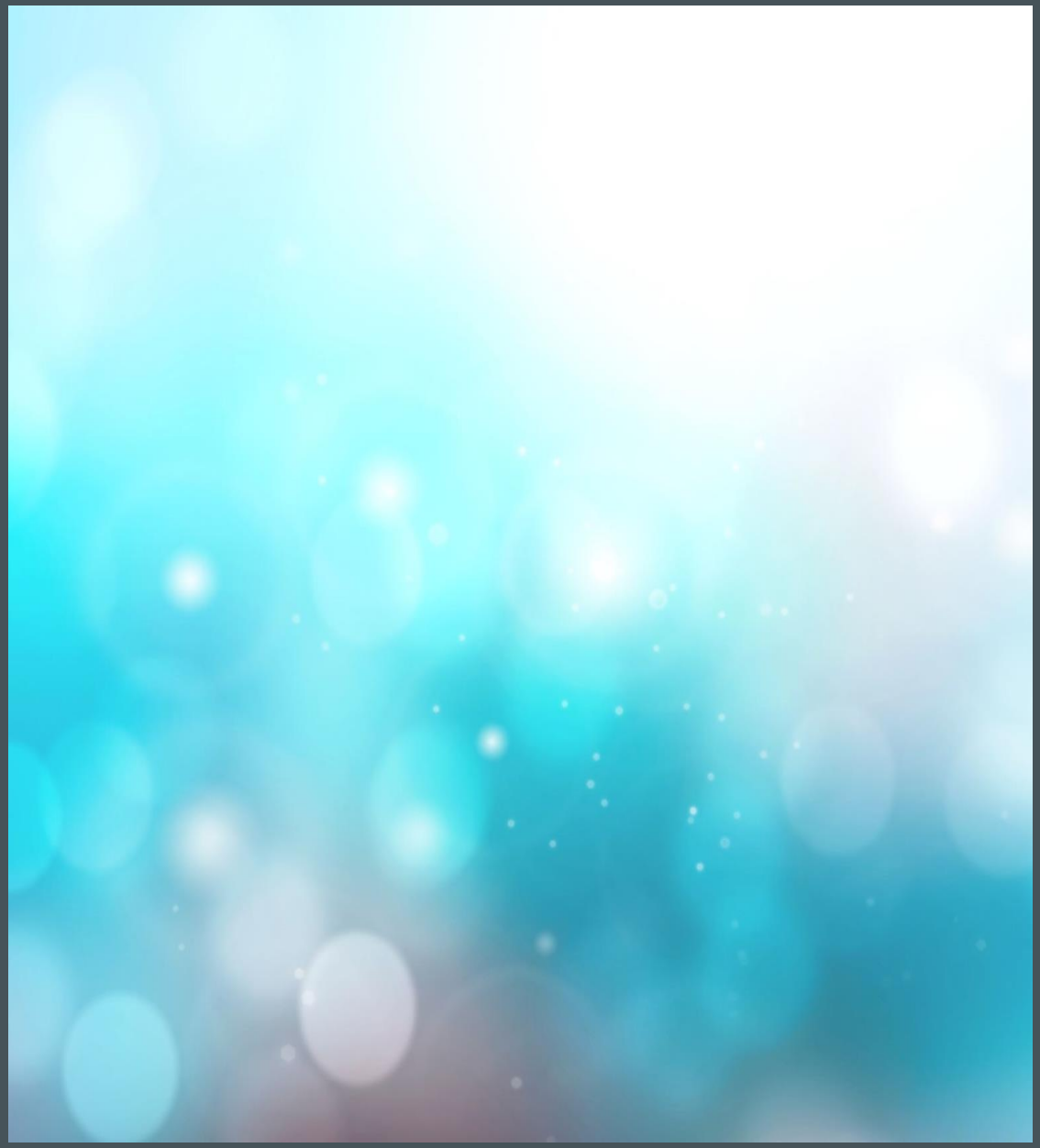
USING HEART INTELLIGENCE

STRENGTHENING RESILIENCE

WHEN IT MATTERS MOST

LINDA DOLAN

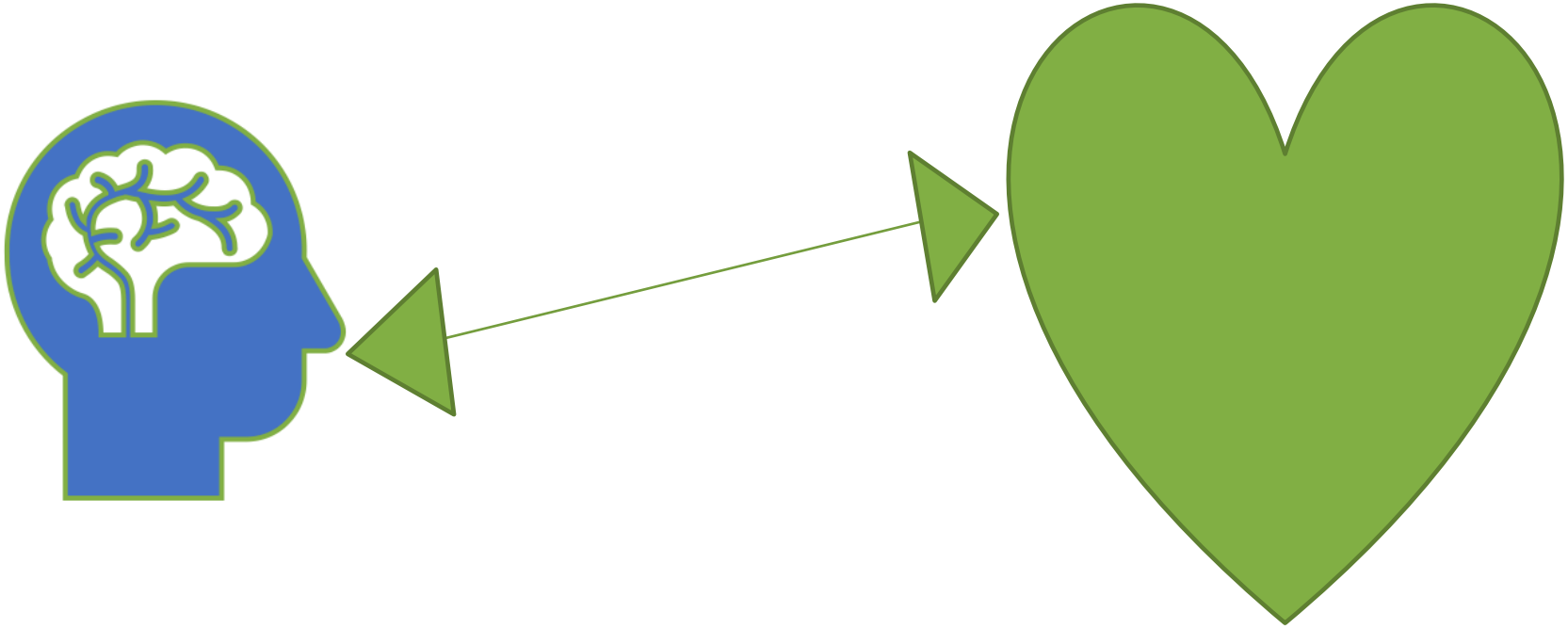
CHIEF ACTIVATOR AND CEO AT LIVJOYFULLY



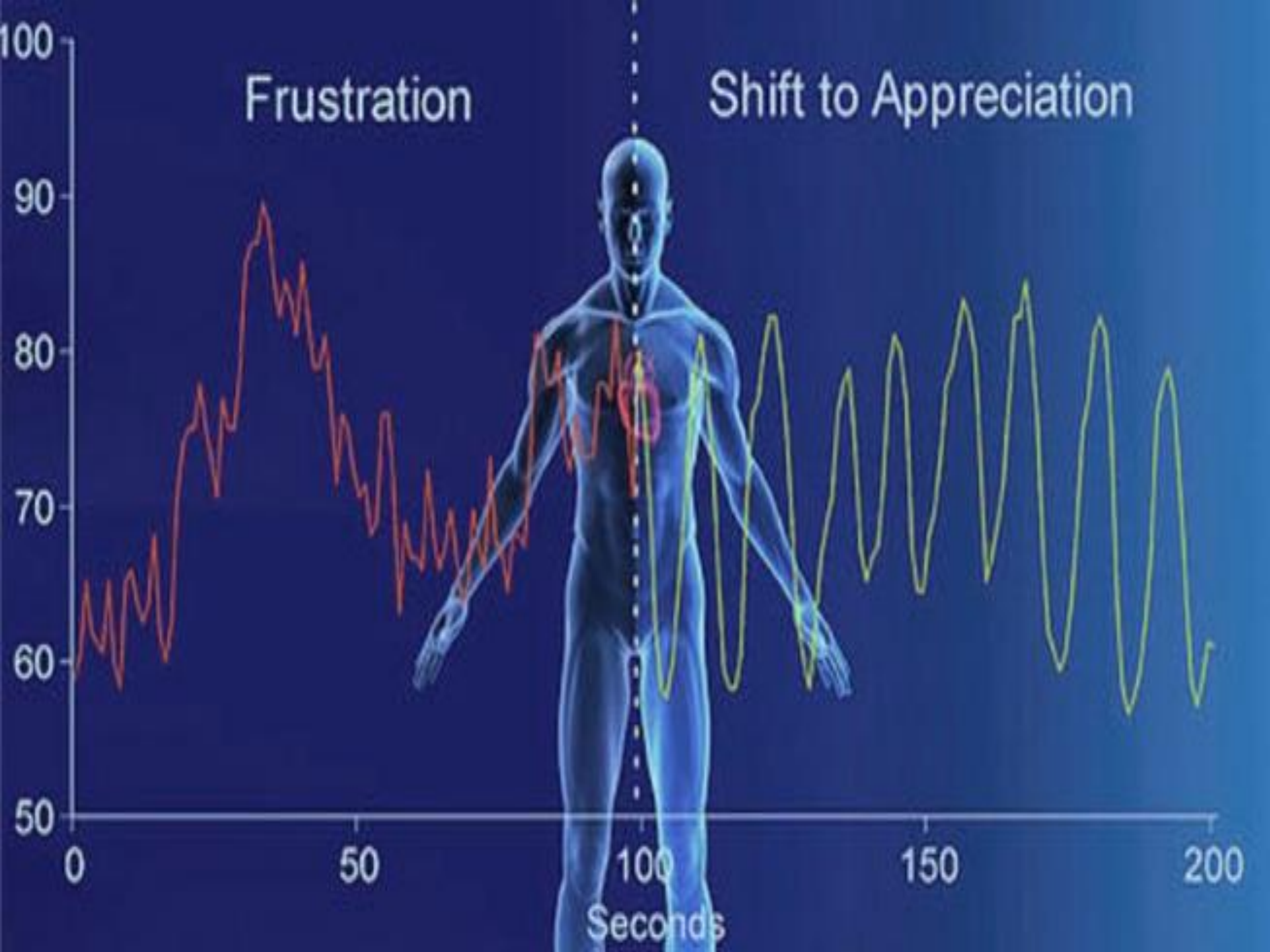
WELCOME

- YOU ARE AWESOME !!
- Let’s take a couple deep breaths
- It’s time to add resilience boosters
- Let’s awaken our hearts

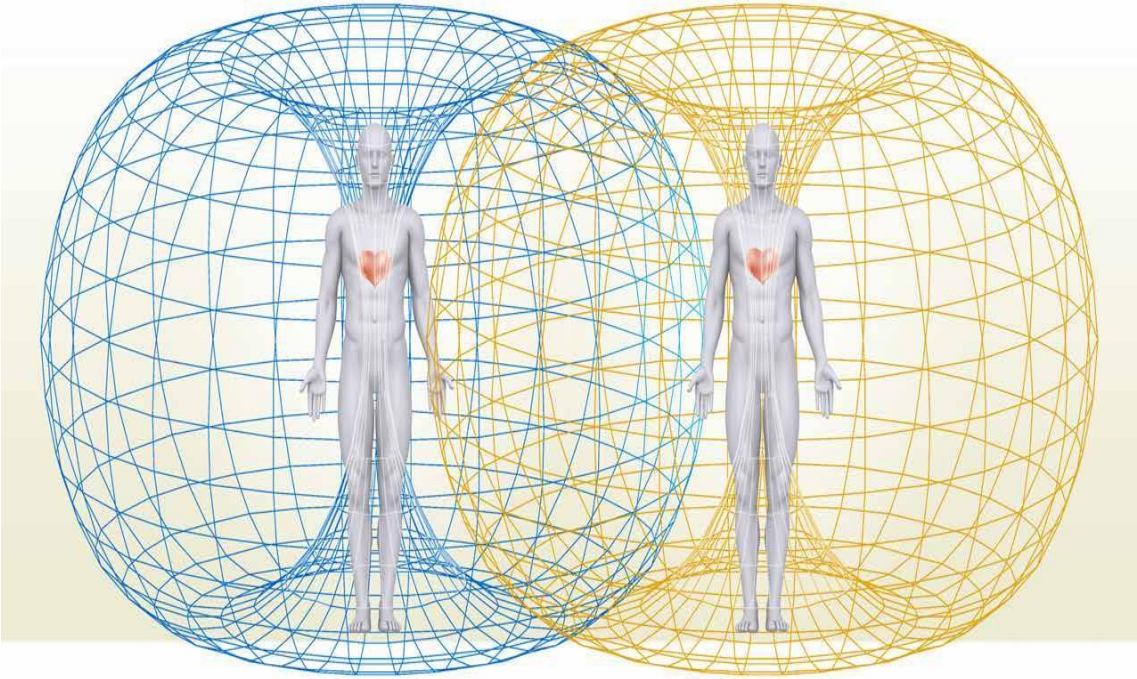
HEARTMATH



Bringing the Heart Connection to Teams


Frustration
Shift to Appreciation
100
90
80
70
60
50
0
50
100
150
200
Seconds

WE RADIATE OUR INNER WORLD TO OUR OUTER WORLD



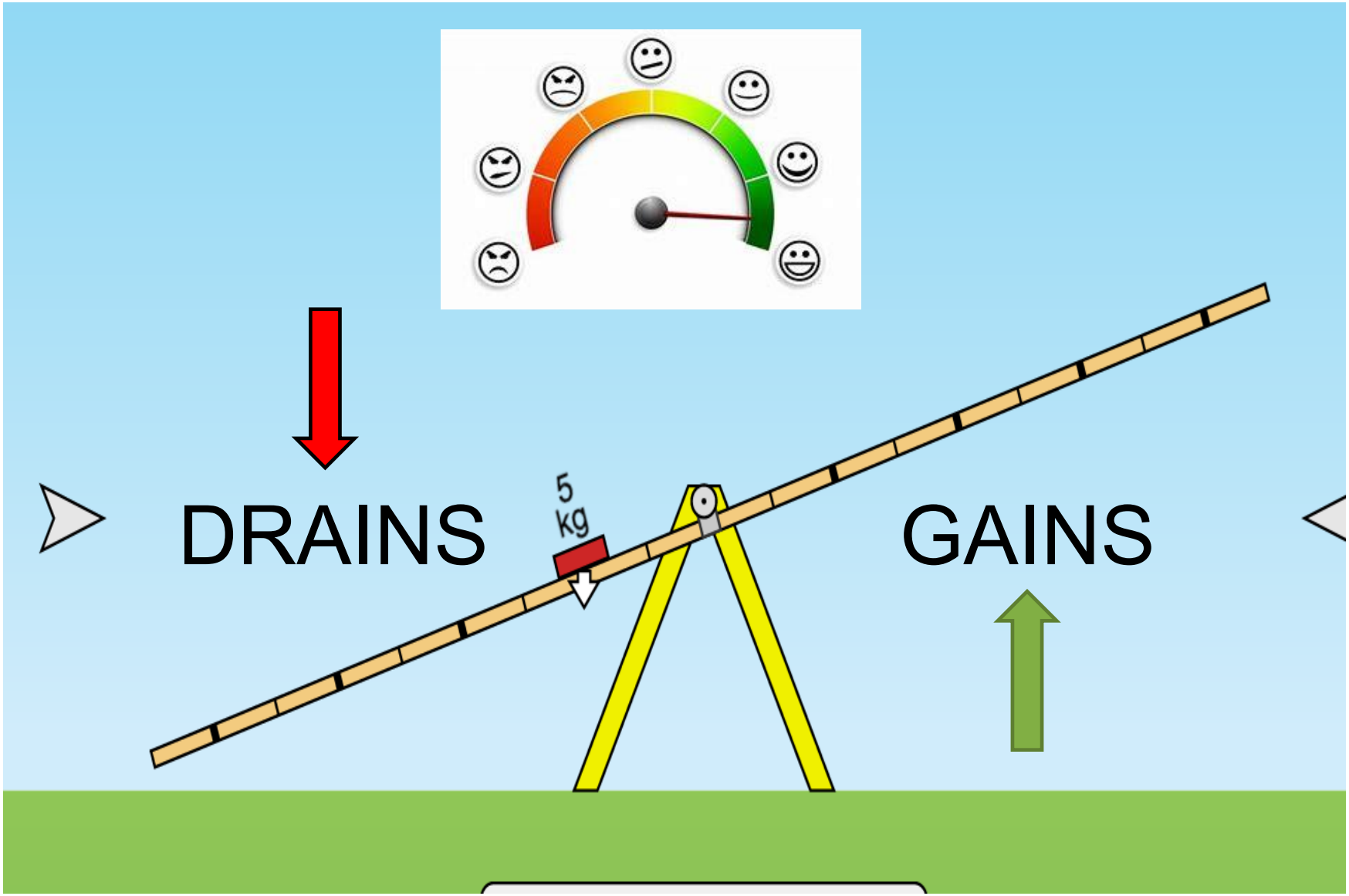
Heart Focused Breathing

- Focus your attention in the area of the heart
- Imagine your breath is flowing in and out of your heart or chest area
- Breath a little slower and deeper than usual

Team Dynamics

Boosting Resilience – when it matters most

ENERGY BALANCE



What stresses / drains your Team?

What recharges / activates your Team?

HEART LOCK-IN

Activate a Regenerative Feeling

- Appreciation
- Care
- Compassion

Radiate that renewing feeling to yourself and your team

- When I arrive awesome and engaged - I support my Team
- My Team supports Me - through connectivity, appreciation and empowerment
- Together - We support each other when it matters most

Micro Learning Cycle

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'What can I add to my practice playlist?'

Take a min to write down:

- what energizes me
- what inspires me
- what can I use to help my team recenter, refocus, and re-engage

Active Learning Cycle: Reflection & Planning

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- What's the biggest insight/aha/reminder I learned from Michael and Linda?
- What 1-2 practices will I activate with my team?
- How can my team support me?
- What’s a small step I can take this evening? Tomorrow? Next week?

That's a Wrap!

- Day 2 High Points and Summary
- Prep for Tomorrow
- Feedback
- Day 3 Preview
- One more thing