



COMPASSIONATE SYSTEMS LEADERSHIP

A framework for supporting mental health in schools and beyond.



WHO'S HERE?

Please share your name, school, and role in the chat.
You may also wish to provide a land acknowledgment.

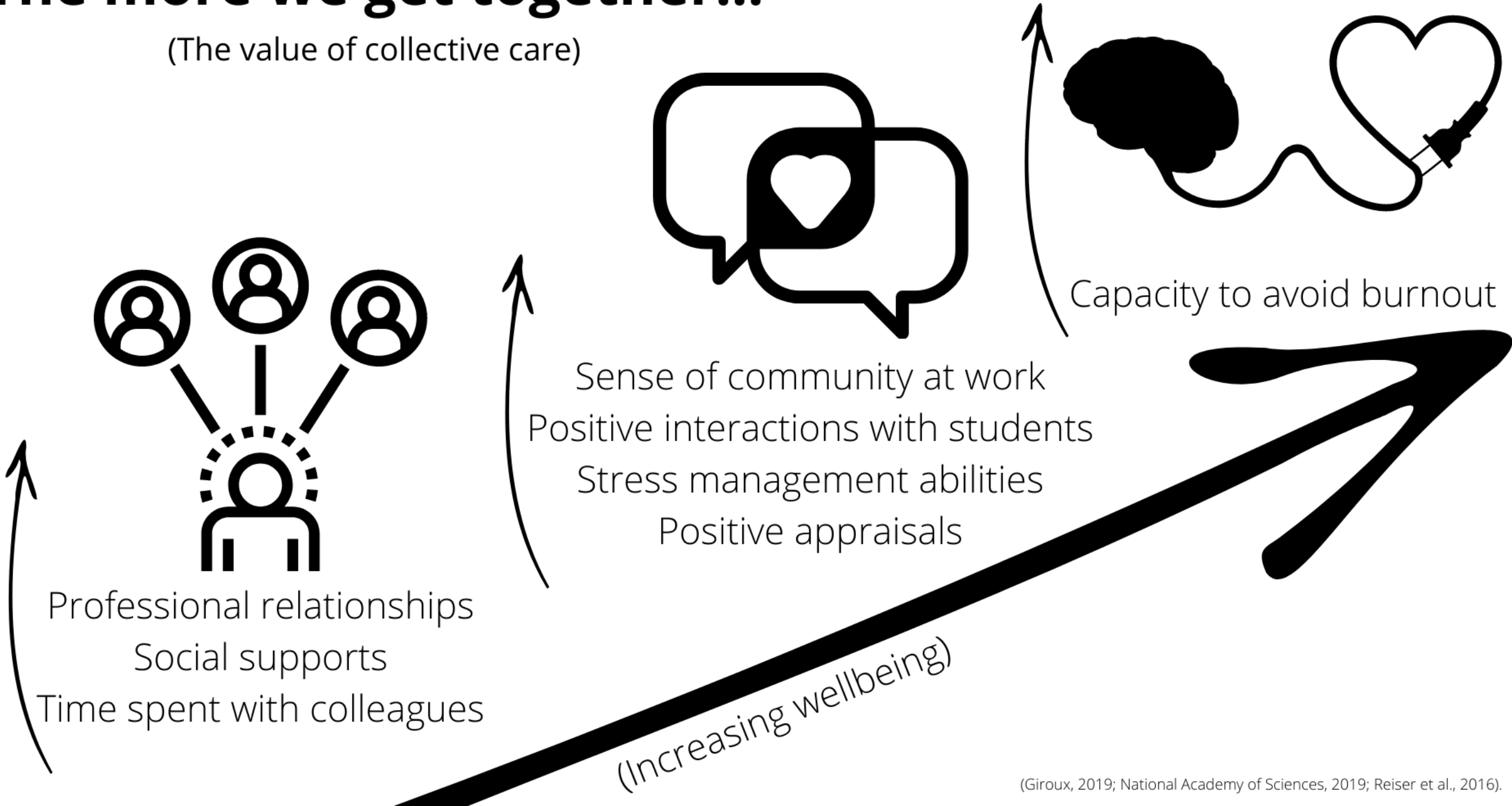


Proposed focus for 2023

- Recognizing (revisiting) creative tension
- Managing emotion
- How we “show up” in teams/groups

The more we get together...

(The value of collective care)



Compassionate Systems Leadership

Intrapersonal development

- personal mastery (e.g. self-regulation)

Interpersonal development

- building capacity through shared reflection

Systems thinking & systems awareness

- tools & approaches for change



In each of the 3 domains, we can imagine that we are focusing on some aspect of our individual and collective experience:

Personal domain – we consider what we aspire to grow, see, and be in the world. We acknowledge that how we show up matters.

Interpersonal domain – we check in with others and with our own assumptions to build a more complete picture of what “reality” might be. We acknowledge that we don’t know everything.

Systems thinking – we consider how our aspirations and collective work might be informed by systems and the patterns they sustain. We acknowledge that there are limits to what we can directly control through sheer force of will (which is generally fairly little) and look at where to focus our collective energies.



CHECK INS

A REVIEW BEFORE RESUMING PRACTICE

The work of check ins

Check ins rely upon and build a variety of skills including:

- Bringing one's attention to the present moment (which can be deeply challenging).
- Increasing awareness of what's going on for us internally (as individuals) and collectively (as a group of individuals with varied – yet often connected - experiences).
- Sharing with colleagues in ways that are authentic and honest with ourselves while also being mindful of the potential for vicarious trauma and secondary traumatic stress. (Remember: everything is **by invitation.**)

The importance of check ins

Check ins help support:

- Opportunities to tap into aspirations and a creative orientation.
- Development of shared visions and understandings.
- Personal mastery (i.e., through the grounding practice).
- Reflective conversations (i.e., through journaling and sharing).



All humans experience strong emotions. When we are able to practice grounding techniques, we are often able to lessen this emotional intensity and increase our ability to let go more quickly and return to a calmer state. Over time, frequent intense emotion can do us damage; just like intense weather when we are out in a boat. When we are able to practice checking in with ourselves, we become more aware of our internal and external conditions and, as such, might notice the storm clouds and be able to prepare for rough water – to give ourselves more time and space to respond instead of react.

Please note this text was added post-webinar to give context for this slide.



Grounding
(an invitation)



Journaling

What is moving or bubbling up in you? What is top of mind as we gather today?

What did you learn about what “calm” means to you?

What is an aspiration you have for this new calendar year (something “new” or something continuing)?

Break through (breakout) groups

We will spend the next few minutes in a small group with 2 or 3 other people. Remember the guidelines: each person gets 1-2 minutes to share as much or as little as they wish from their journaling; listening is more important than talking.

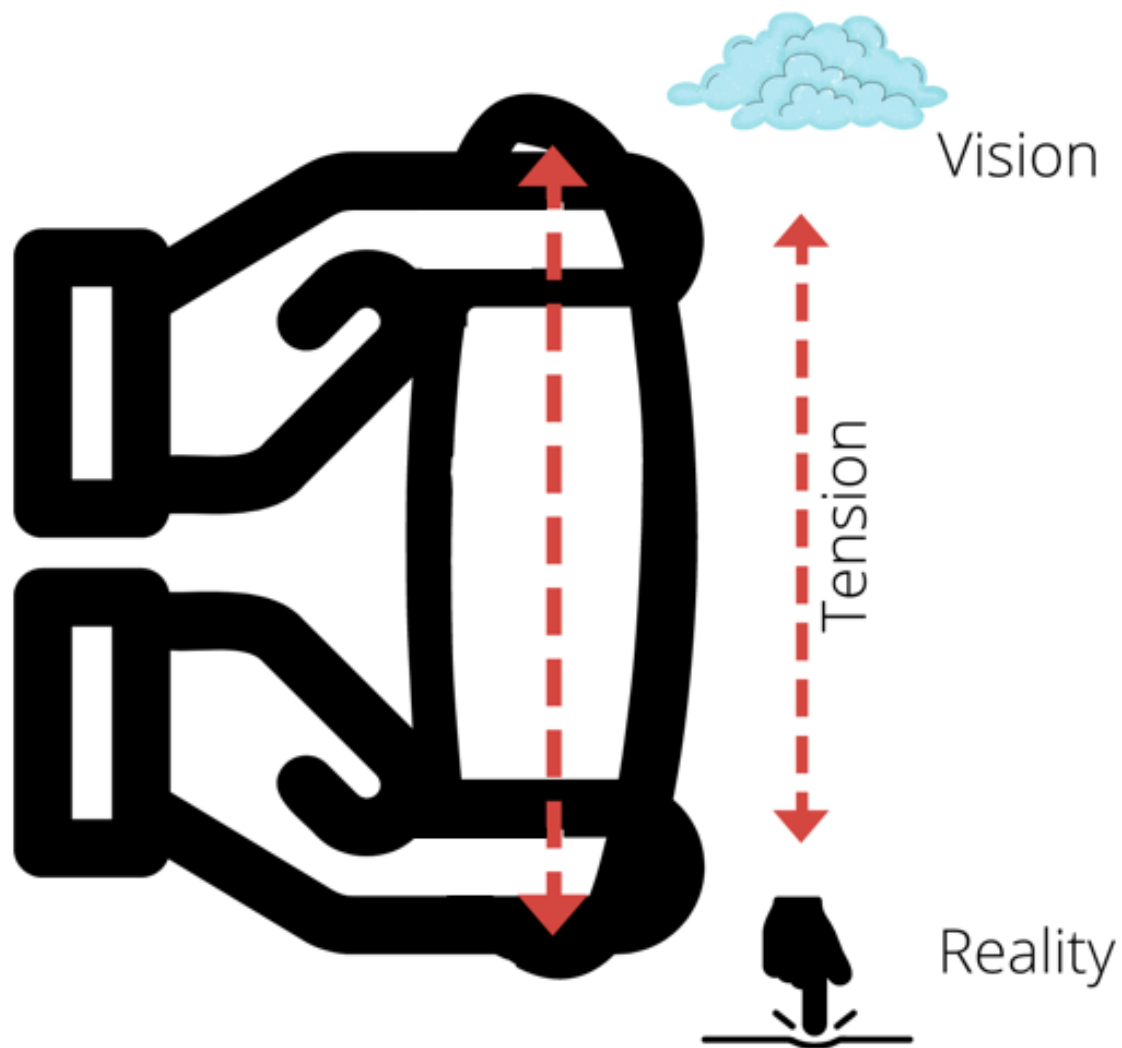
I will provide time cues to help ensure everyone gets time.





CREATIVE TENSION

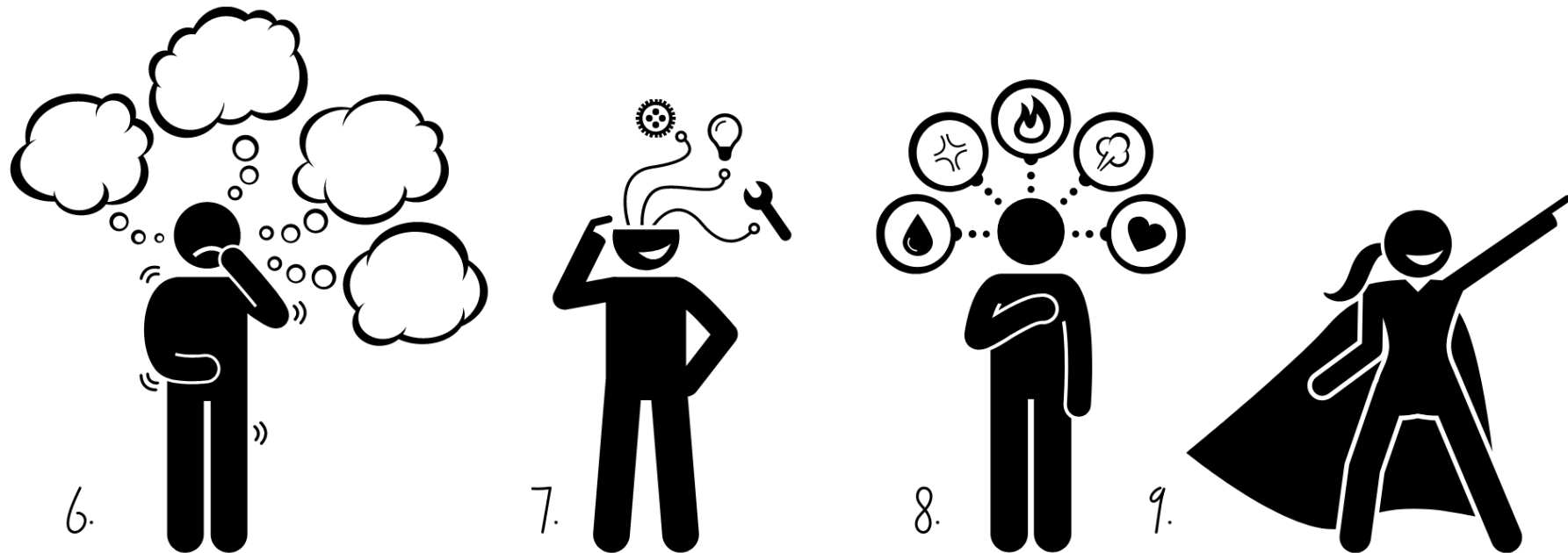
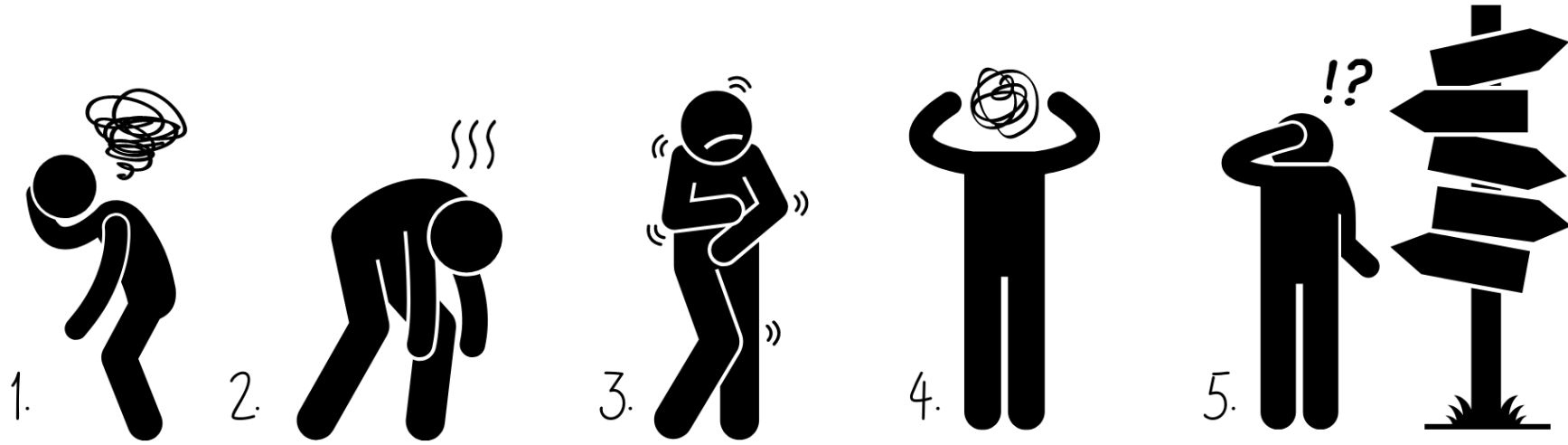
AND THE DAVIDSON MODEL AND AN ICEBERG!



Creative tension: the space between vision and reality

When we can recognize when a sense of conflict might indicate creative tension, we can use that tension as a source of energy to spark excitement, conversation, and creativity. We can also use it as a reminder that, in the moment, growth is often experienced as tension.

How Might YOU Experience Creative Tension?





Vision principle

If we were building our education system from scratch, what would it look like?

Think big: what would your work look like if it was aligned with your vision?

Where might movement towards your vision be happening?



AWARENESS

A heightened, flexible attentiveness to your environment & internal cues such as bodily sensations, thoughts & feelings.



INSIGHT

Self-knowledge concerning how our emotions, thoughts & beliefs shape our experiences & sense of self.



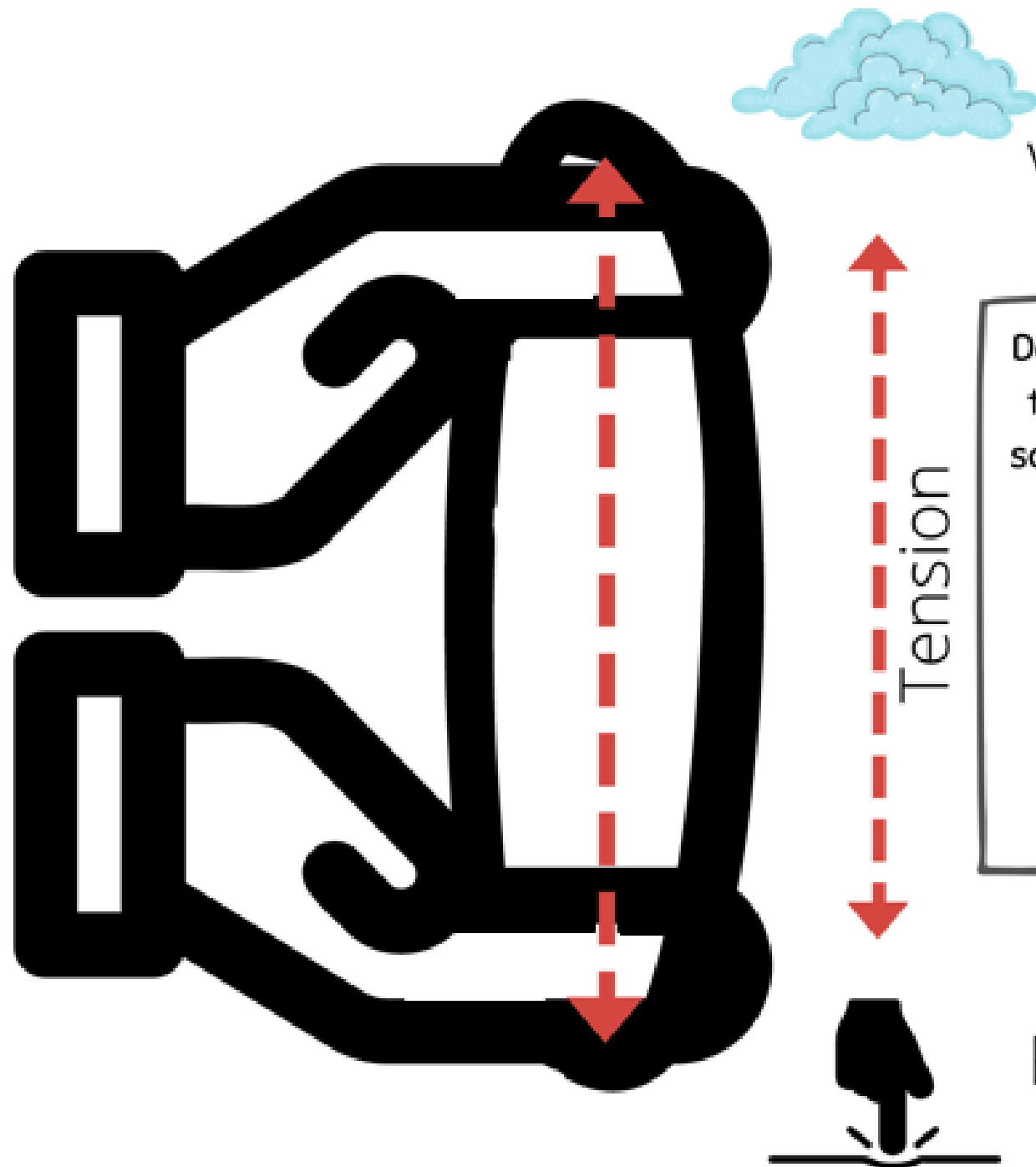
PURPOSE

Being clear about your core values & deeper motivations & being able to apply them in your daily life.



CONNECTION

A feeling of care & kinship toward other people, promoting supportive relationships & supportive interactions.



Vision

Describe the way you want things to be.

Describe the ways you feel the tension between the way things are and the way you want them to be. What are some of the ways you might recognize creative tension?

Reality

Describe the ways things are now.

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We will spend the next few minutes in a small group with 2 or 3 other people to share our visions. Remember the guidelines: each person gets 1-2 minutes to share as much or as little as they wish from their journaling; listening is more important than talking.

Consider too: How and where might creative tension be relevant (i.e., showing up) up in your life?



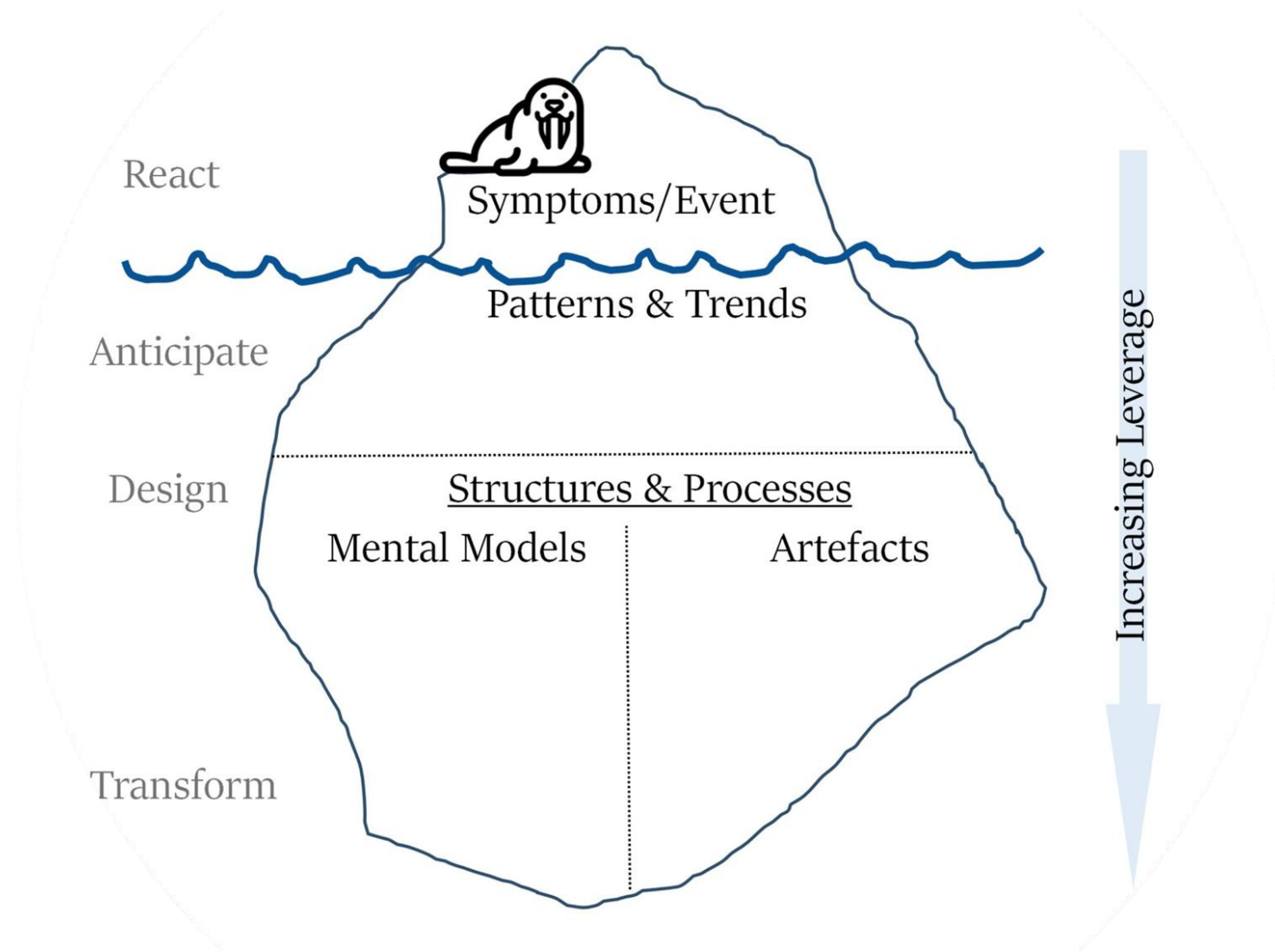
Building an Aspirational Iceberg

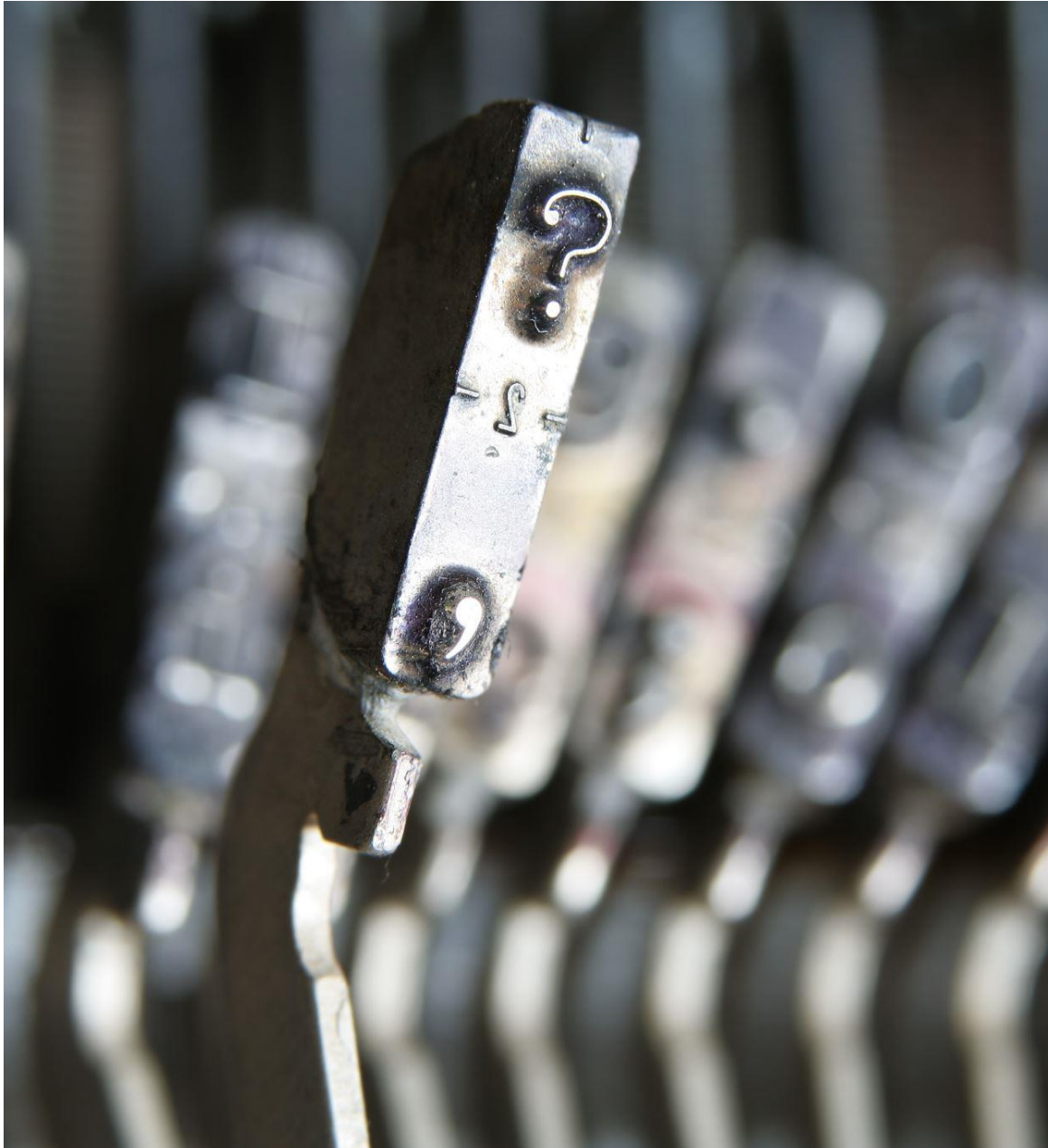
Event: What are we trying to grow? What events will help us recognize the lower parts of the iceberg coming to fruition?

Patterns: What habits do we need to foster in anticipation of this growth?

Artefacts: How might we design supports to sustain these patterns and their effects on growth? What artefacts might reinforce the desired shifts in mental models?

Mental models: Where/how might thinking need to be transformed (i.e., begin to shift) for me to approach my aspiration?





Journaling to a Close

- Something I learned today...
- I am curious about...
- Something I'll do (next, later today, this weekend, before the end of the week, etc.)...
- A question I still have is...
- Something from today that I am grateful for/thankful for/appreciative of is...



THANK YOU

Questions or comments?
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