

The background of the slide is a light gray gradient, decorated with numerous realistic water droplets of various sizes. Some droplets are large and prominent, while others are small and scattered. They are rendered with soft shadows and highlights, giving them a three-dimensional appearance.


# ***ENDURING LEADERSHIP: SUSTAINING SELF AND SERVING OTHERS***

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# **HOPES FOR OUR TIME TOGETHER**

- Making sense of current leadership landscape
  - Contemplation and reflection
  - Nourishment - emotional, psychological, intellectual
  - Opportunity to explore self-care
  - Exchanging thoughts and sharing observations
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# Leadership Challenges and Responsibilities

- Managing institutional change and transitions amidst disruptive policy environment and shifting expectations
- Managing tremendous demands on limited time and diminishing resources
- Constructing work environments consistent with our organization's aspirations
- Achieving the necessary leadership/interpersonal competence
- Managing multiple urgent and compelling conversations
- Getting our organization into the right set of conversations
- Protecting our institutions, communities and selves from harm

# Some Truths

- When we show our condition shows up with us.
- Leaders are in need of support, nourishment and healing.
- Leaders need the emotional and psychological resources, knowledge and skills to successfully navigate the changing world in which they find themselves.
- The efficacy of collegiate leadership is being harshly critiqued, challenged, misrepresented and politicized – our academic freedom is being threatened, compromised or violated.
- Leadership oppression is real.

# Dynamics During Challenging Times

- Sense of mattering, audibility and visibility are diminished
- Communication is compromised
- Risk-taking decreases
- Cynicism rises
- Connection to and energy for our mission suffers
- Relationships become more fragile and fractured
- Collective creativity suffers
- “Othering” occurs
- Community is compromised

# Growth-centered Leadership

- Pursuing change/new possibilities requires entering the world of the unknown.
- Transforming ourselves is integral to transforming our organizations.
- New levels of relationship is essential to successfully navigate change.
- New opportunities will not be revealed through a deficit or eliminative lens.
- Fear, anxiety and concerns of others must be acknowledged as legitimate (including your own).



Each day leaders are presented with, potentially, career-ending or career-defining opportunities.

How we respond to the opportunities with which we are presented makes a profound difference for others and us.



# Grounding Questions

- What is the condition of my spirit? My community's spirit?
- What does it feel like to be me? On my best days? On my most challenging days?
- What does my community most need from me right now? What do I feel capable of giving?
- What possibilities am I holding?
- Who shows up when I am called upon to lead?
- What do I most need right now?



# Healing/Restorative Leadership

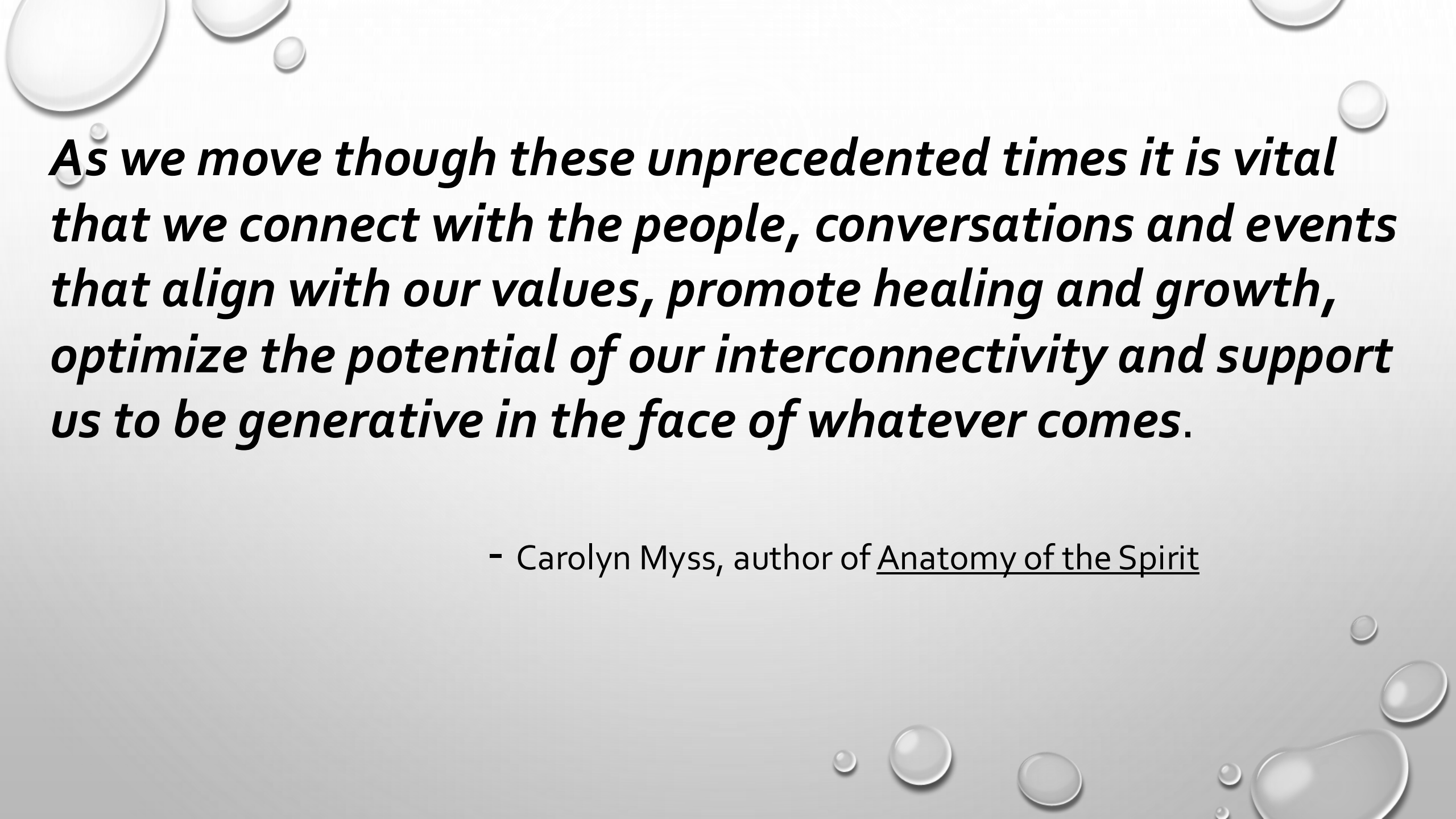
- Work with others to create an agenda for common caring and grace
- Honor expressions of despair, fears, uncertainty... while communicating a hopeful vision
- Open space for healing, promoting community, growing stronger through pursuing a shared vision, and living shared values and commitments
- Reinforce mattering and humanness - supporting visibility and voice - influencing individual and organizational health and hopefulness
- Use appreciative language and frame appreciative conversations - transform eliminative conversations into conversations of possibilities
- Lead people, manage things
- Empower the sharing of stories and celebrating everyday miracles and everyday sources of inspiration in our midst

# Community Care

- Demonstrate affection for those you lead and serve
- Center well-being and care as foundational to community health
- Honor the humanity and vulnerability of others
- Exhibit willingness to struggle in relationships
- Demonstrate generosity and practice generativity
- Speak and listen with compassion, curiosity and kindness
- Create space for caring relationships and important conversations
- Constantly cultivate new understanding and appreciation for the realities of others
- Commit to being “good company”

# Self-care

- Be generous (yet, honest) in your assessment of the condition of your heart and mind – be gentle with your humanity.
- As you construct relationships and communities – be conscious that we are designing spaces to promote health, healing and growth – including our own.
- Commit to caring for yourself as you would care for others, in those moments when they show up most human, most vulnerable and most flawed.
- Honor the vulnerability associated with leading, learning and coming to awareness in a community space – leading, learning and growing in public is hard.
- Ask for what you need.



***As we move through these unprecedented times it is vital that we connect with the people, conversations and events that align with our values, promote healing and growth, optimize the potential of our interconnectivity and support us to be generative in the face of whatever comes.***

- Carolyn Myss, author of Anatomy of the Spirit