Strand² Squared

A Paradigm Shift Solution

Human Centric, trauma responsive Leadership
this presentation pairs nicely with: Holistic Professional Wellness: Beyond Vicarious Trauma
and/or Mitigating Organizational trauma and toxic work environments

"If we want people to fully show up, to bring their whole selves including their unarmored, whole hearts—so that we can innovate, solve problems, and serve people—we have to be vigilant about creating a culture in which people feel safe, seen, heard, and respected."-Brené Brown

Human centric, trauma responsive leadership inherently incorporates an active understanding that there is an emotional world of experiences rumbling below the surface while seeking to encourage, inspire and motivate volunteers and staff to innovate and create change that will help grow and shape the future of a successful and healthy organization.

In the field of criminal justice, all volunteers and staff are subject to vicarious trauma, demoralization, and the impacts of working in a difficult- often impossible- system. Emotional responses are often triggered in the workplace, each person responds according to the extent of their emotional scars, traumas and emotional strengths. For some organizations, there is the need to spend a great deal of time mitigating organizational trauma and creating a healing hopeful environment.

Human centric, trauma informed leaders inspire and motivate their volunteers and staff without micromanaging or disparaging practices. They trust their team while working to create a healthy organizational culture in which they can thrive. Further, effective leaders understand that leadership isn't always about titles and positions, it is about taking responsibly. It isn't about having to "know" everything" but in recognizing that there is great strength in admitting when they "don't know" and in stepping outside of their comfort zones. A leader sees and develops the potential in volunteers and staff and works hard to create an environment where they are the sense of belonging and inspiration is present.

Organization overarching health depends greatly on the effectiveness of leadership yet being in leadership is a complicated and can be extremely difficult. This presentation will explore the inherent loneliness of being in leadership and the how the "heaviness" of responsibility can impact decision making, increase stress and negatively impact health. The presenter will provide useful strategies to maintain health, stay mission focused and lead beyond ego.

This presentation will provide several different leadership models that are effective in mitigating organizational trauma while creating a space where volunteers and staff can thrive. We will discuss vicarious trauma and other factors that negatively impact volunteers and staff, how to institutionalize professional wellness while creating opportunity for professional development.

Objectives:
-to explore a variety of leadership models that are human centric, trauma informed
-to illustrate the importance of constant vigilance to mitigate organizational trauma
-to explore the creation of a healing, inspiring and hopeful environment
-to provide tools to institutionalize professional wellness
-to work beyond the "Self-Care" and "Vicarious Trauma" paradigms
-to understand how essential vulnerability, empathy and kindness are in a healthy workspace