



Authentic Connections

Applying Holistic Leadership to Create Healthier Workplace Cultures

This program aims to equip behavioral health leaders with the essential skills and knowledge to effectively lead teams and foster healthier organizational cultures. Participants will learn strategic and people-focused leadership methods through “Authentic Connection.” The goal of this training series is to enhance their ability to navigate uncertainty, ambiguity, and conflict while maintaining resilience and composure in a rapidly changing behavioral health landscape.

Participants will:

- Explore strategies for fostering wellness and resilience to develop a healthier work culture within their scope of influence.
- Acquire practical skills in self-care, compassion, and inclusive strategies to integrate into their professional roles.
- Learn communication strategies to collaborate with others to develop adaptive strategies to address challenges in diverse teams.

Big Question to Answer

How can we build authentic connections and collaboration through holistic leadership?

Quote to Ponder

"None of us, including me, ever do great things. But we can all do small things, with great love, and together we can do something wonderful."

– Mother Teresa

Authentic Connection

What does “authentic connection” mean to you?

Define Authentic Connection:

Holistic Leadership

Holistic Leadership: Leading with the understanding that you are guiding a group of whole people to achieve a common goal.



Holistic: The belief that the parts of something are INTERCONNECTED and can be explained ONLY by reference to the WHOLE

Focused on: Person-centered-> Strength-based-> Learning Oriented-> Solution focused

What is Holistic Leadership?

From K. Candis Best, JD, MBA, MS, PH.D. Educator/Consultant

1. Successful outcomes result from an orientation toward development.
2. The healthiest and most productive development is done collaboratively.
3. The leadership unit shapes the context of collaboration.
4. The core leadership unit is the individual, which makes every participant a leader within his or her own sphere of influence.
5. The intrinsic desire for meaningful purpose suggests that every individual wants to realize his or her best potential.
- 6. Holistically-led collaboration requires that the participant's right to self-determination be respected.**
7. The exercise of self-determination in a way that realizes the individual's best potential, results from an iterative process (The iterative process is simply a series of steps that you repeat, tweaking and improving your product with each cycle) that must be supported.

Remember... "You as a leader, are leading a WHOLE person, not just an employee or staff. You as a leader ARE a WHOLE person not just manager, director, etc."

Questions for Reflection: How have we been leading if we're not leading the whole person?

Why is mindset important to leadership? How do you define Holistic Leadership?

Collaboration

"Collaboration is everyone working together on the best thing for the whole thing... If you're invested in the collaboration, you want the best idea win, NOT YOUR IDEA TO WIN."

-Rick Rubin, "The Creative Act: A Way of Being"

Questions for Reflection: What is your personal definition of collaboration? *Why is safety important for collaboration?* What does it mean to work together?

Collaborative Communication

1. Listen Better



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Have an EAR for Listening: Empathic-Active-Reflective

2. Process Better

Know Your Biases

3. Respond Better

Give Appropriate Feedback

Listen Better: Cultural Context

The same things (i.e. words, terms, customs, etc.) can mean something different to different people, ***based on their cultural experience***

Be aware of other factors impacting culture i.e. intersectionality and positionality

Positionality in cultural humility involves recognizing how one's social and cultural identities, such as race, gender, and class, shape perspectives and interactions with others. It focuses on self-awareness and reflection on these identities' influence on power dynamics. Intersectionality, on the other hand, examines how multiple, overlapping social identities and systems of oppression interact to create unique experiences and challenges for individuals. While positionality emphasizes individual self-awareness, intersectionality highlights the complex, interconnected nature of social identities and their collective impact on experiences of privilege and marginalization.

Question for Reflection: How do you collaborate without the hard conversations?

Process Better: Cultural Relativity

*Affirming and acknowledging that everyone sees, experiences, and engages the world differently, **depending on how they were socialized.***

1. Self-Awareness: Speaks to your ability to empathize and read another's emotions, based on where you are
2. Readiness: Readiness is a function of our knowledge comfort, availability, and socioemotional intelligence i.e. How do we know that they are ready?

Respond Better: Reflexive Response and Perspective Taking

Two Questions

1. How do I respond to new and contrary information?
2. What's another way to look at this that's different from my perspective?



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Increased Collaboration

ME vs. YOU/US vs. THE PROBLEM

Some questions to ask yourself

1. What made me respond in that way?
2. What stopped me from reacting another way?
3. What did I want to say? What did they hear?
4. What response did the other person give?
5. How could I have responded better?
6. What will happen if I'm still not heard correctly or get the response I don't want? Can I handle it?

Reflective Questions: Where are the opportunities for connection?

Are we maximizing the opportunities to connect that we currently have?

Solution or Support?

Ask them before the conversation, do they want your feedback or to find a solution to problem? Or do they just need someone to vent to?

This can help you not give unsolicited advice, improve our chances of giving more productive feedback, but also find what your team REALLY needs.

When providing support, speak to the person. When providing solutions (feedback) speak to the behavior.

Resources and Contact Info

The Center for Cultural Humility at UC Berkeley: <https://www.humilitycenter.org/>

The Importance of Connection: [Human Connection: Why It's Important | Psych Central](#)

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<https://mhttcnetwork.org/centers/content/mountain-plains-mhttc>

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