

Applying Holistic Leadership to Create Healthier Workplace Cultures: Collaborative Communication

Lamarr Lewis
June 27, 2024



Mountain Plains (HHS Region 8)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

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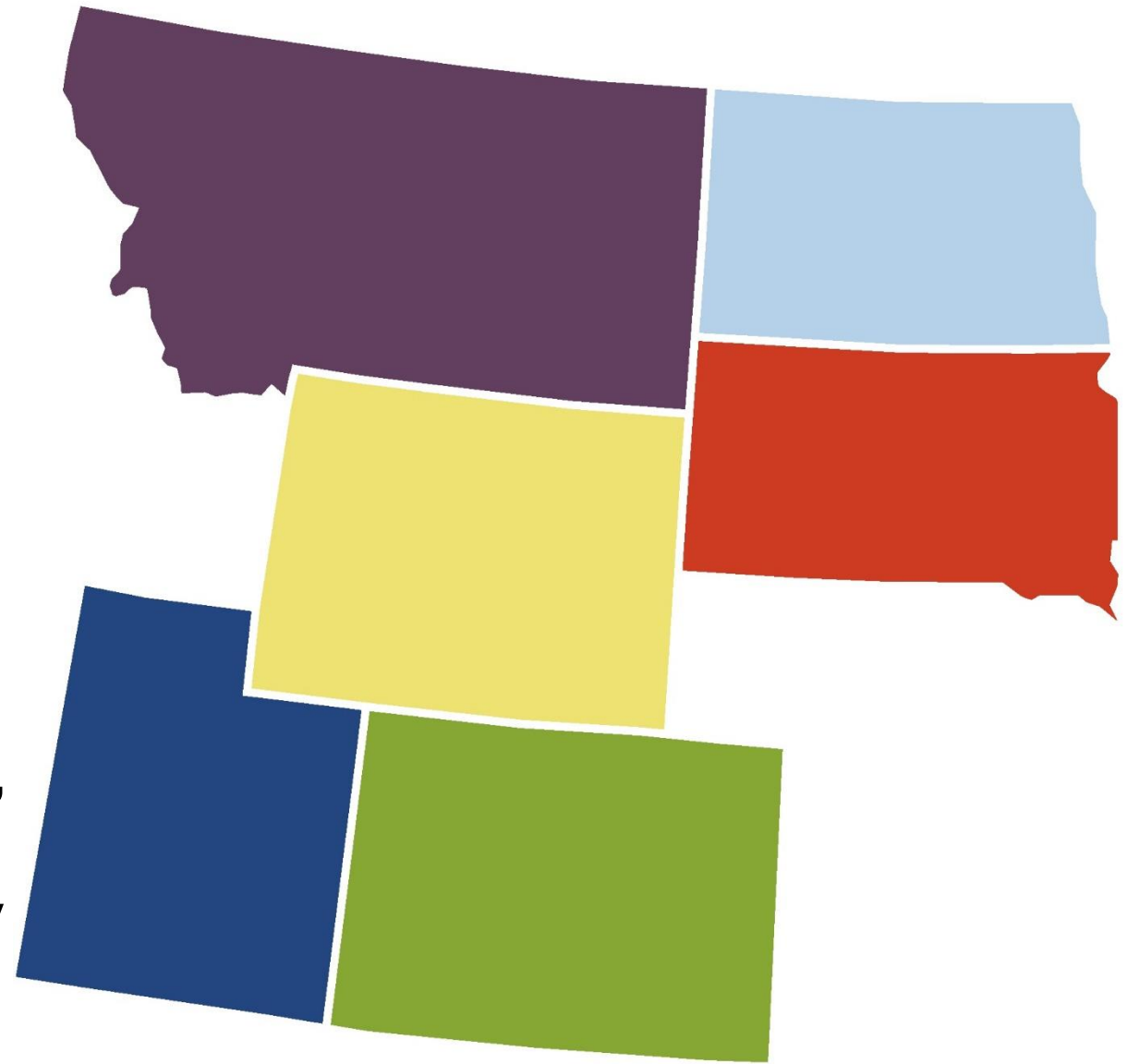
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The Mountain Plains Mental Health Technology Transfer Center

The Mountain Plains Mental Health Technology Transfer Center (Mountain Plains MHTTC) provides training and technical assistance to individuals who serve persons with mental health concerns throughout Region 8 (Colorado, Montana, North Dakota, South Dakota, Utah and Wyoming).

We belong to the Technology Transfer Center (TTC) Network, a national network of training and technical assistance centers serving the needs of mental health, substance use and prevention providers. The work of the TTC Network is under a cooperative agreement by the Substance Abuse and Mental Health Service Administration (SAMHSA).



Land Acknowledgement Statement

Today, the University of North Dakota rests on the ancestral lands of the Pembina and Red Lake Bands of Ojibwe and the Dakota Oyate - presently existing as composite parts of the Red Lake, Turtle Mountain, White Earth Bands, and the Dakota Tribes of Minnesota and North Dakota. We acknowledge the people who resided here for generations and recognize that the spirit of the Ojibwe and Oyate people permeates this land. As a university community, we will continue to build upon our relations with the First Nations of the State of North Dakota - the Mandan, Hidatsa, and Arikara Nation, Sisseton-Wahpeton Oyate Nation, Spirit Lake Nation, Standing Rock Sioux Tribe, and Turtle Mountain Band of Chippewa Indians.



The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

**STRENGTHS-BASED
AND HOPEFUL**

**INCLUSIVE AND
ACCEPTING OF
DIVERSE CULTURES,
GENDERS,
PERSPECTIVES,
AND EXPERIENCES**

**HEALING-CENTERED AND
TRAUMA-RESPONSIVE**

**INVITING TO INDIVIDUALS
PARTICIPATING IN THEIR
OWN JOURNEYS**

**PERSON-FIRST AND
FREE OF LABELS**

**NON-JUDGMENTAL AND
AVOIDING ASSUMPTIONS**

**RESPECTFUL, CLEAR
AND UNDERSTANDABLE**

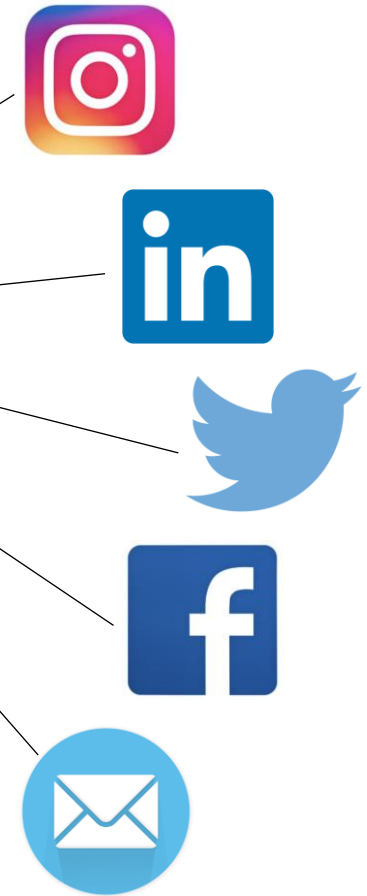
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OUR ACTIONS,
POLICIES, AND PRODUCTS**

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SCAN ME



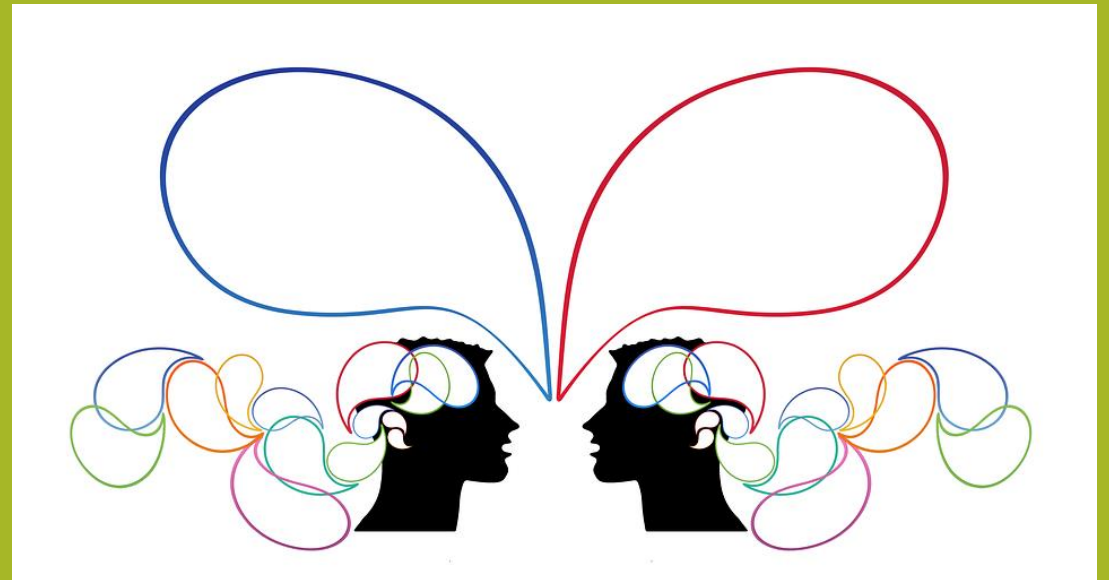
AUTHENTIC CONNECTIONS *APPLYING HOLISTIC LEADERSHIP TO CREATE HEALTHIER WORKPLACE CULTURES*

Pt. 1-Collaborative Communication

Lamarr E. Lewis

in conjunction with

Mountain Plains MHTTC



Learning Objectives

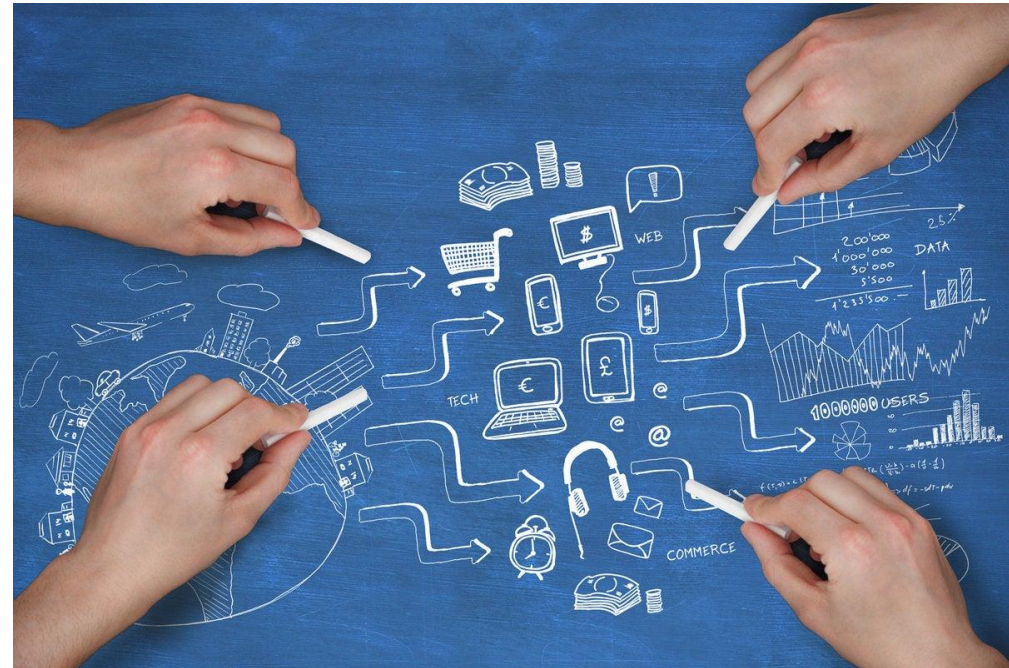
- Explore strategies for fostering wellness and resilience to develop a healthier work culture within their scope of influence.
- Acquire practical skills in self-care, compassion, and inclusive strategies to integrate into their professional roles.
- Learn communication strategies to collaborate with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

Big Question: 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"



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IceBreaker



**What does
“authentic connection”
mean to you?**

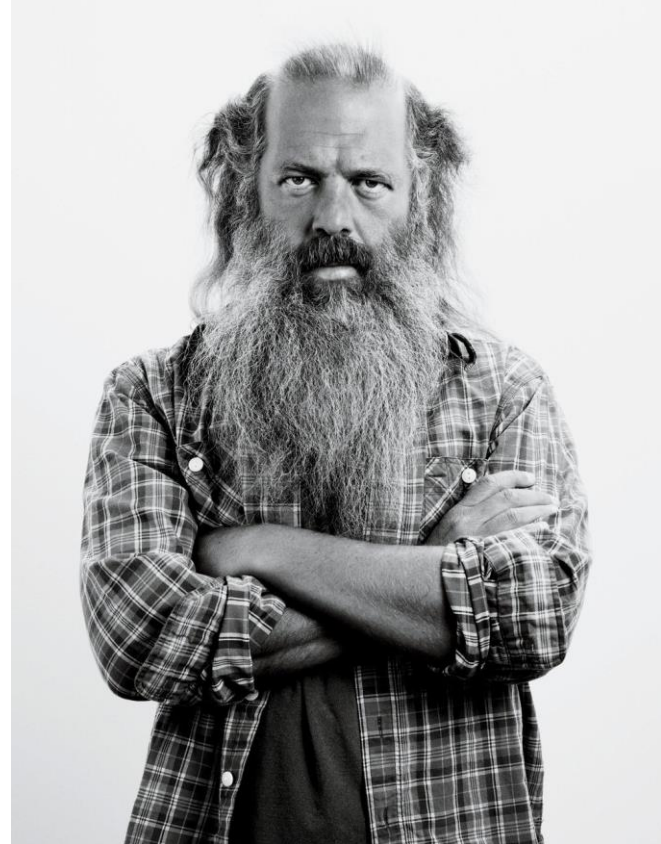
Holistic Leadership



Collaboration

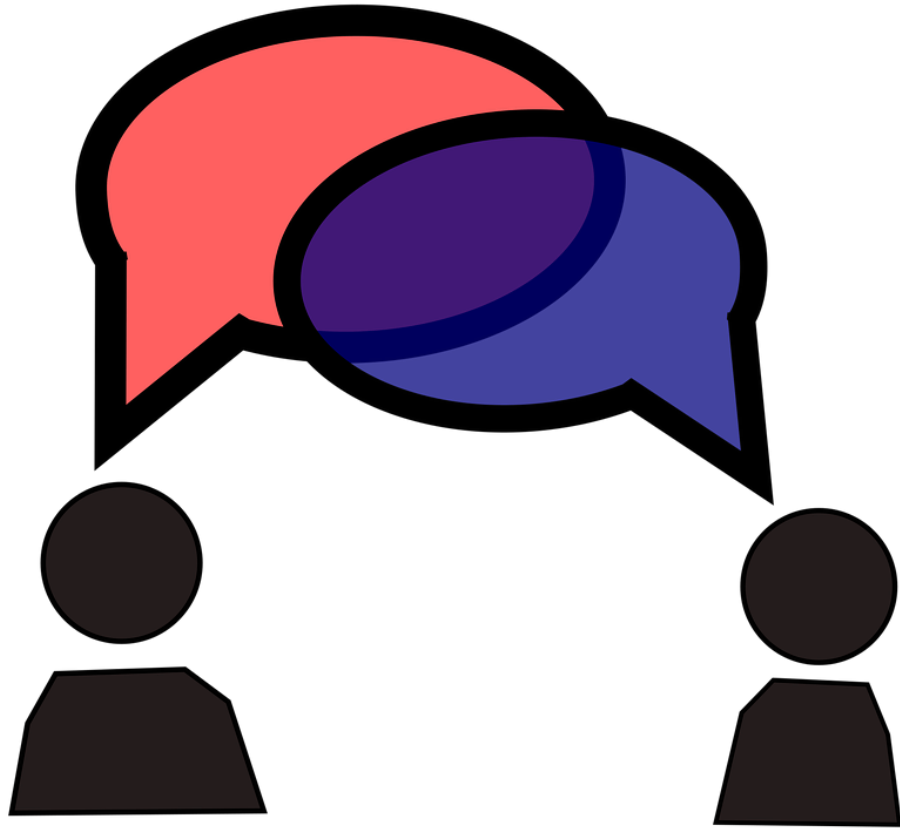
*"Collaboration is everyone working together on the best thing for the whole thing... If you're invested in the collaboration, you want the best idea win, **NOT YOUR IDEA TO WIN.**"*

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



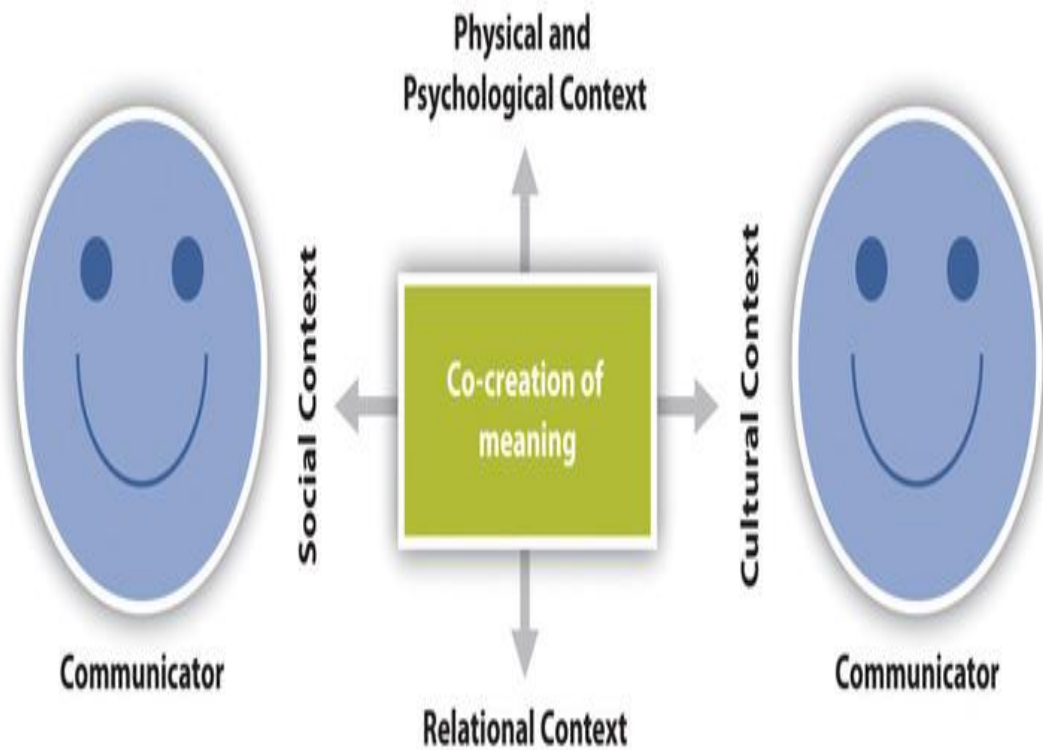
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Collaborative Communication



1. Listen Better
2. Process Better
3. Respond Better

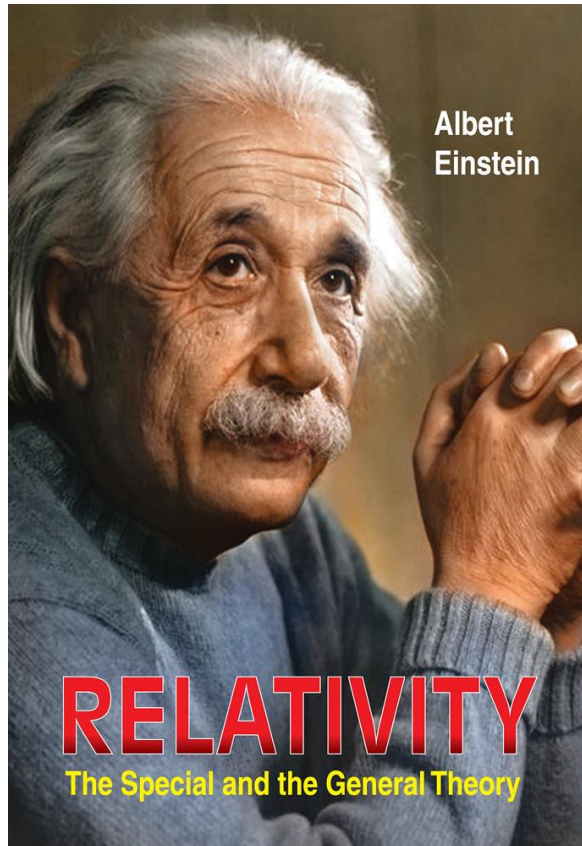
Listen Better: Cultural Context



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Process: Cultural Relativity



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

1. Self-Awareness
2. Readiness

Respond Better: Reflexive Response and Perspective Taking

Two Questions

How do I respond to new and contrary information?

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?

In Closing...



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Lamarr E. Lewis

www.lewisfamilyconsulting.net

MP MHTTC

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

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