

Applying Holistic Leadership to Create Healthier Workplace Cultures: Reflective Supervision

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Mountain Plains (HHS Region 8)

MHTTC

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

Disclaimer and Funding Statement

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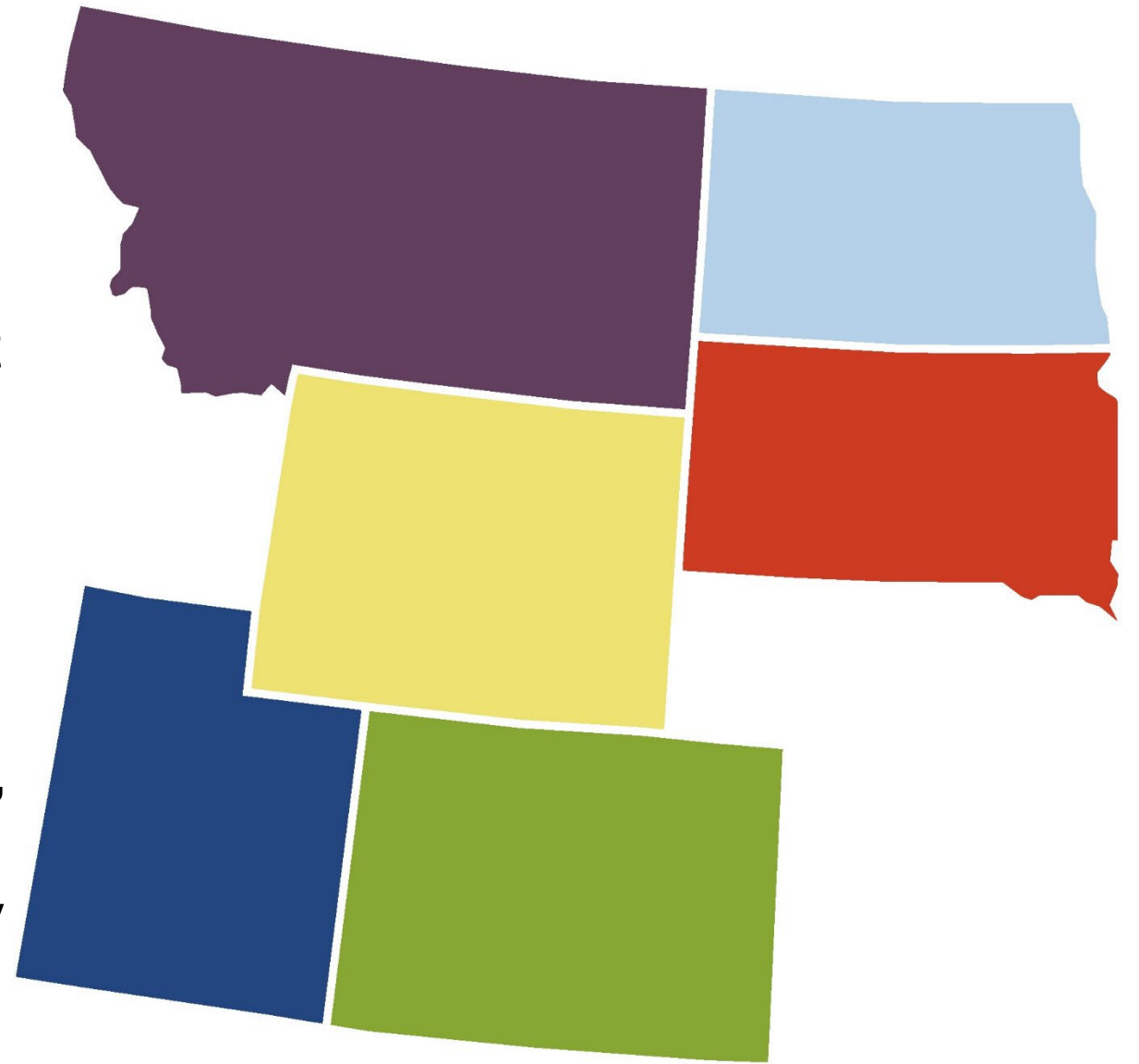
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The Mountain Plains Mental Health Technology Transfer Center

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

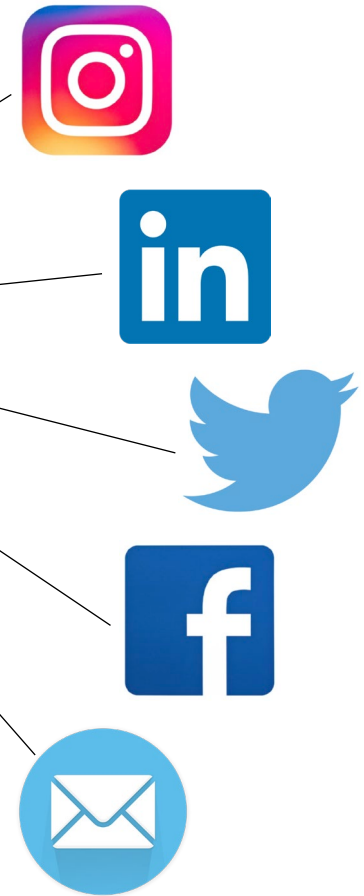
CONSISTENT WITH
OUR ACTIONS,
POLICIES, AND PRODUCTS

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SCAN ME



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

Pt. 1-Reflective Supervision

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?

Quotes to Ponder



"The more
reflective
you are,
the more
effective
you are."

Pete Hall & Alisa Simoral

www.thetrainerstrainingcompany.co.uk

"By three methods we may learn wisdom: First, by reflection, which is noblest; Second, by imitation, which is easiest; and third by experience, which is the bitterest." - Confucius

IceBreaker



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

Holistic Leadership Review



Listen Better

Cultural Context

Process Better

Cultural Relativity

Respond Better

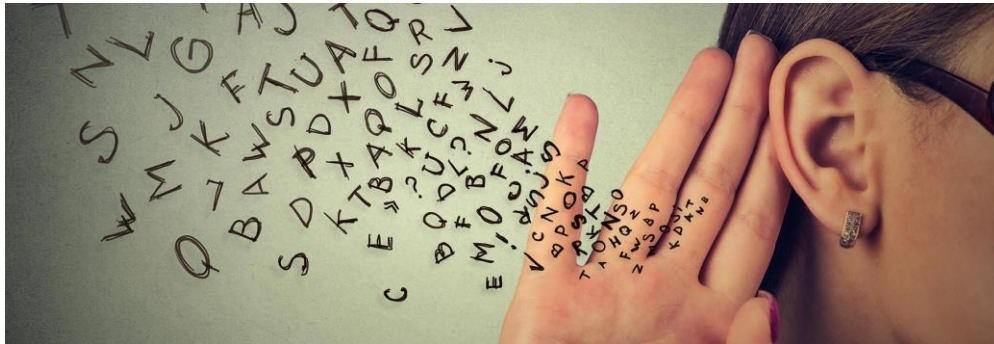
Reflexive Response and
Perspective Taking

Reflective Supervision

- Self-Reflection
- Active Listening
- Mutual Collaboration



Active Listening



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An EAR for Listening

Empathic

Active

Reflective

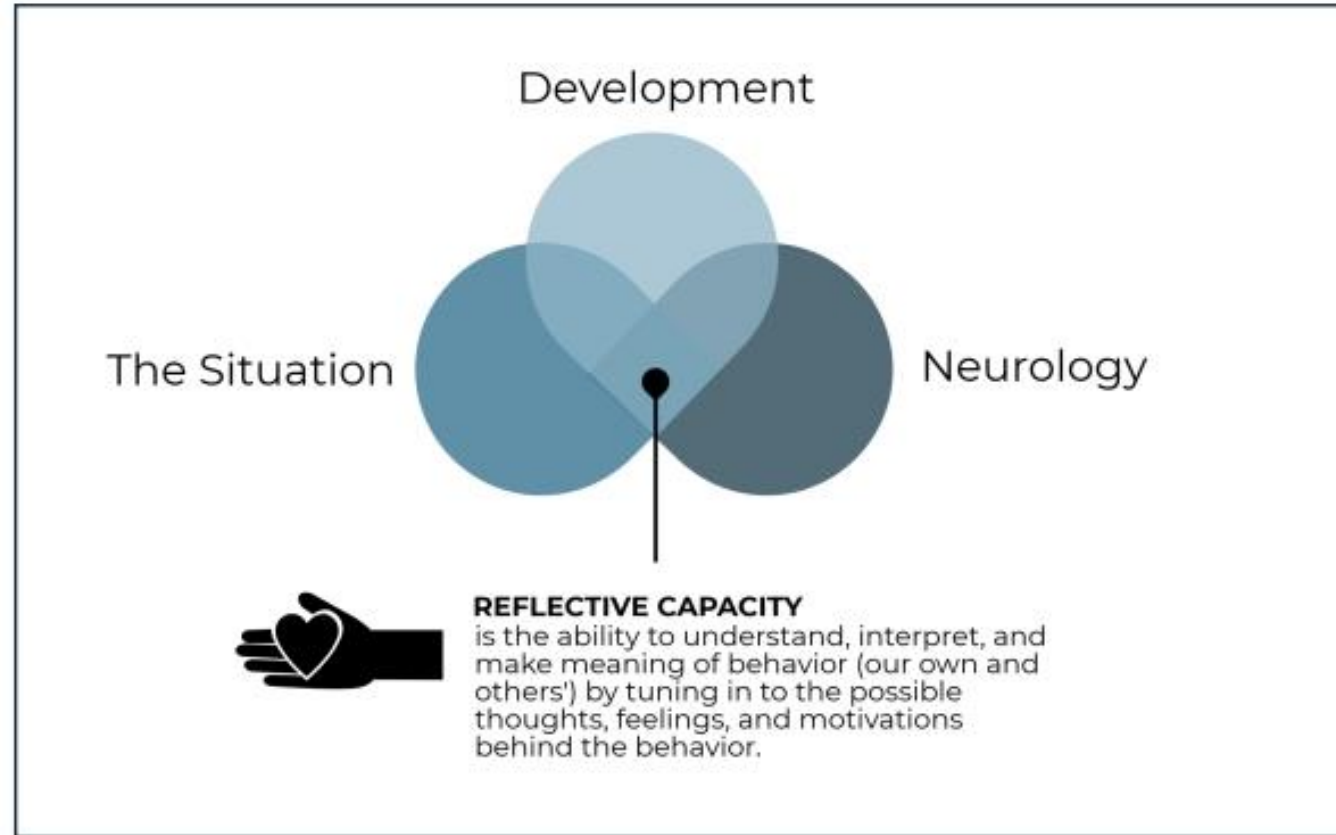
BUT... What's the Difference?



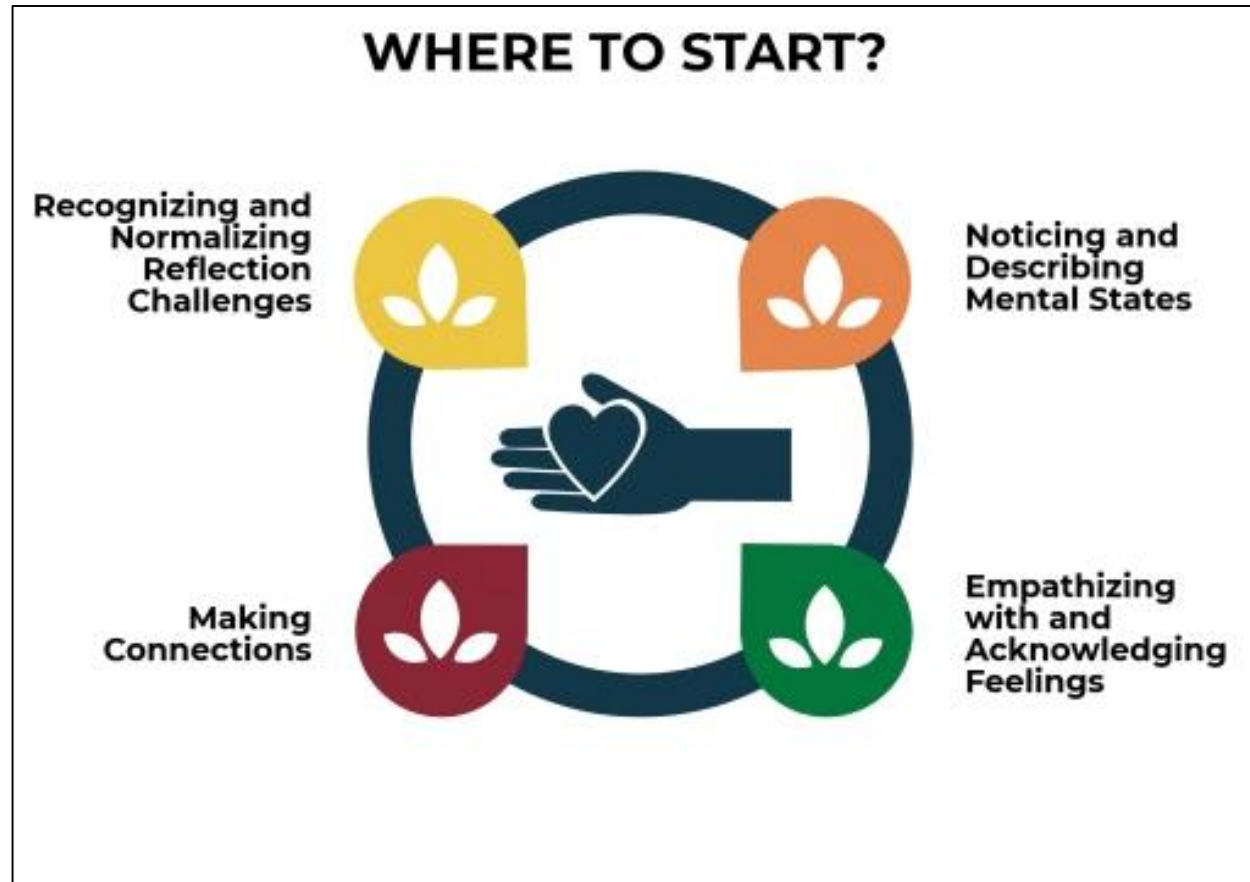
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1. Reflection vs. Task Orientation
2. Collaborative vs. Directive Approach
3. Holistic Development vs. Performance Metrics
4. Emphasis on Relationship Building vs. Task Management
5. Long-term Professional Growth vs. Immediate Task Completion

Reflective Capacity



Strategies to Implement



5 Best Practice Reflective Supervision Techniques

1. Cultivate a Supportive Environment
2. Facilitate Self-Reflection
3. Promote Emotional Intelligence
4. Integrate Trauma-Informed Principles
5. Encourage Continuous Learning and Development



In Closing...



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