Moving Forward - Empowerment to Increase Resilience

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October 7, 2016
Empowerment – Group Values

Social Change:
• Through collaboration (common effort)
• Common purpose (shared aims and values)
• Controversy with civility (listening and considering value of other viewpoints)

Servant Leader:
• Ethic of serving
• Establishing a common vision
• Skills - listening, awareness and foresight
LACE (future direction)

Leadership Academy in Character Education or Caring Education

• John Templeton Foundation (virtues)
• Give superintendents and principals tools to establish a culture based on a servant leader model.
• Make explicit underlying servant leadership principles and behaviors
Test of Servant Leadership

• Pragmatic – Did we get results desired by the people?
• Are people led better off?
• Have they grown in capability?
How “real” is servant leadership to you?

Understand on a behavioral level your agreement with a servant leader philosophy.

7 question survey
Language - Being

- Service
- Servant
- Servant Leadership
  - Compassionate love
  - Humility
  - Courage
  - Forgiveness
  - Future-mindedness
  - Stewardship
Resilience

• Audience – flipchart (concept)

• Audience – flipchart (behaviors)

• Illustrations

• How resilient do you feel today? (1 not to 10-very)

https://www.youtube.com/watch?v=We2BqmjHN0k
Resilience
More helping and creative employees [students]

• Empirical research has revealed that employees of servant-leaders are more helping and creative than those working with leaders who scored lower on servant leadership. - Neubert, et al. (2008)
More organizational citizenship behaviors

• Servant-leader behaviors are related to organizational justice (fairness in decisions made – restorative justice)

• In turn, leads to reciprocation by engaging in organizational citizenship behaviors (OCBs).

—Ehrhart, *Personnel Psychology*, 2004
Enhanced Self-efficacy

- Servant leadership encourages OCBs by enhancing self-efficacy (people’s self-confidence in their ability to perform specific tasks well), creating a service climate, and establishing a fair working [learning] environment.

-Walumbwa, et al. (2010)
Trauma Effects

• Reshapes both body and brain
• Compromises capacity for pleasure, engagement, self-control, and trust
• Hypervigilance
• Keep repeating the same problems and have trouble learning from experience
• Disease
• Suicide

- Van der Kolk (2012)
Utilize the Brain’s Neuroplasticity for Healing

• Top down – talking (connecting to others; processing trauma memories)
• Taking medicines that shut down alarm reactions (change the way the brain organizes information)
• Bottom up – Employ experiences that allow the body to counteract helplessness, rage, or collapse from trauma
Increase Neuroplasticity

• Neurofeedback
• Meditation
• Sports
• Drama
• Yoga
• Art
• Music
Paper Tigers

- Case study
- Stressed brains do not learn well

- Lincoln Alternative High School 2010
- Fights down 75% in 3 years
- Graduate rate 5 x better
7 Cs of Increasing Resilience

1. Competence
2. Confidence
3. Connection
4. Character
5. Contribution
6. Coping
7. Control

Styles of Discipline

1. Consider how controlling we should be as parents or teachers
2. Disciplining in a manner that teaches self-control and delayed gratification
3. Helping children trust their own decision-making skills
4. Knowing when we need to take control and when to conserve our energy

Future Directions
Virtues & Servant Leaders

Compassionate Love

Humility         Courage          Forgiveness

Future-mindedness

Stewardship
Bibliography


Media


Website: The Robert K. Greenleaf Center for Servant Leadership. [Greenleaf.org](http://greenleaf.org/)