

From Drama to Engagement

BUILDING RESILIENT TEAMS
WITH CONSCIOUS LEADERSHIP



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SHINEFORTH

Formerly UMFS

Who We Are

Shineforth Child and Family Services has been serving children and families for more than 125 years. Since our founding as a Methodist orphanage in Richmond, Va., in 1900, we've been adapting and evolving to meet the changing needs of families.

Today, we serve communities across Virginia from eight locations and offer more than a dozen educational and therapeutic programs.

We are Shineforth. Our mission is to be the unwavering champions that every child deserves, and our vision is to strengthen humanity, one child at a time.



Why are we rebranding now?

We are evolving to better reflect who we are today, the impact we make, and the communities we serve.

There's confusion surrounding who we are and the impact we have on those we serve.



Our Mission

To be the unwavering
champion every child deserves.



Our Vision

Strengthening Humanity,
one child at a time.



Overview



- Provide an overview of Conscious Leadership principles



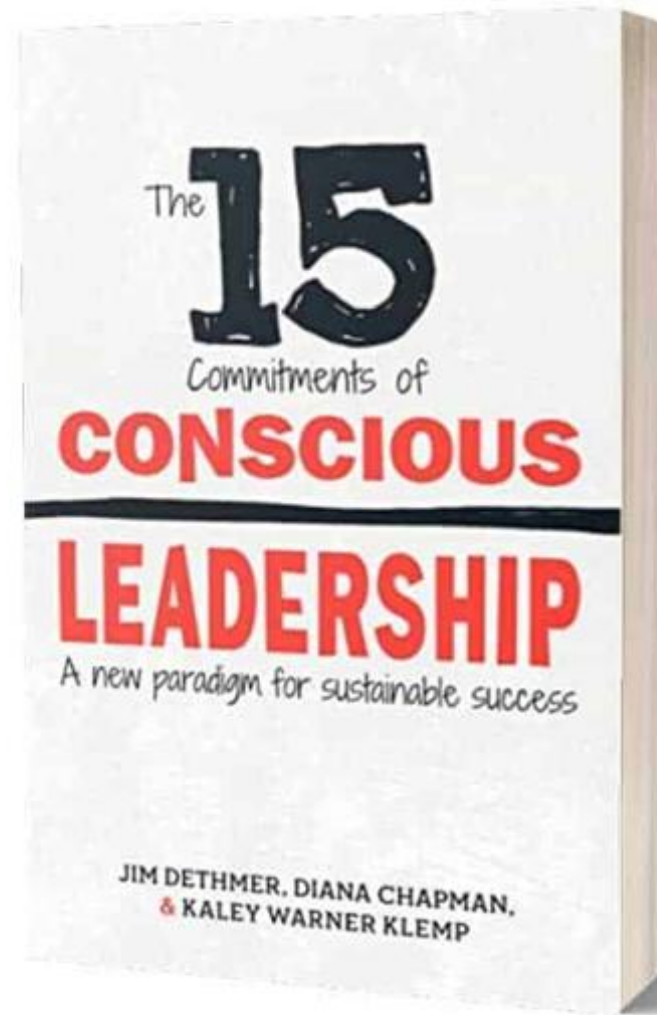
- Explore several of the main commitments and how to apply to them your everyday world



- Provide participants with an opportunity for interaction, reflection, and practical application



What is Conscious Leadership?



- Responsive
- Curious
- Growth
- Learning

(“BY ME”)

ACCEPTANCE AND TRUST

RESISTANCE AND THREAT

(“TO ME”)

- Reactive
- Defensive
- Recycling Drama



Four Pillars of Integrity

Integrity: (n.) the quality or state of wholeness, congruence, alignment

**EMOTIONAL
INTELLIGENCE**

Unfelt

**HEALTHY
RESPONSIBILITY**

Unowned

**IMPECCABLE
AGREEMENTS**

Unkept

**CONSCIOUS
COMMUNICATION**

Unsaid

Is he above or below the line?



Reflection

Turn to the person next to you and discuss a time you were above and below the line recently.



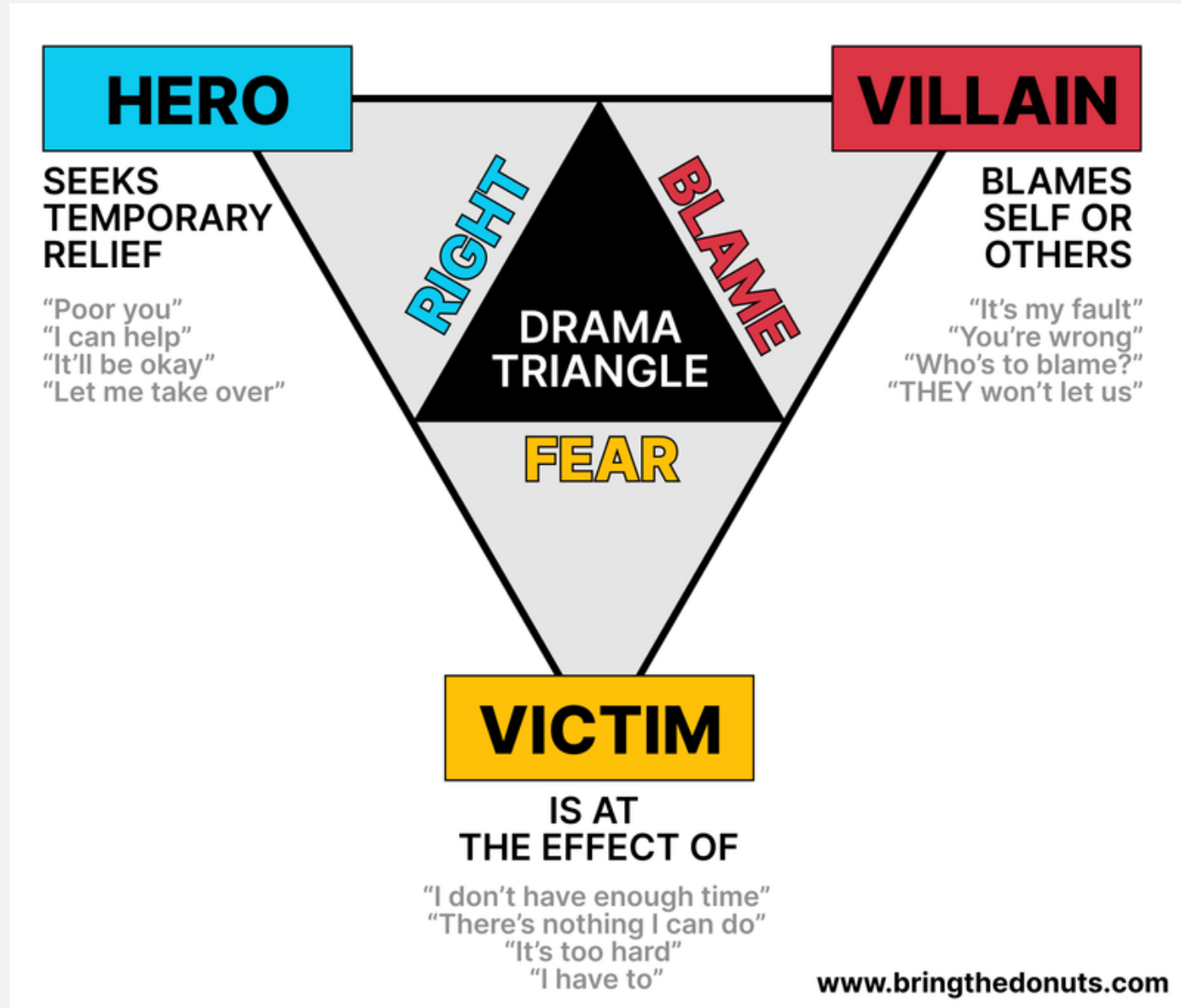
Commitment One: Radical Responsibility

I commit to taking full responsibility for the circumstances of my life and for my physical, emotional, mental, + spiritual well-being. I commit to supporting others to take full responsibility for their lives.

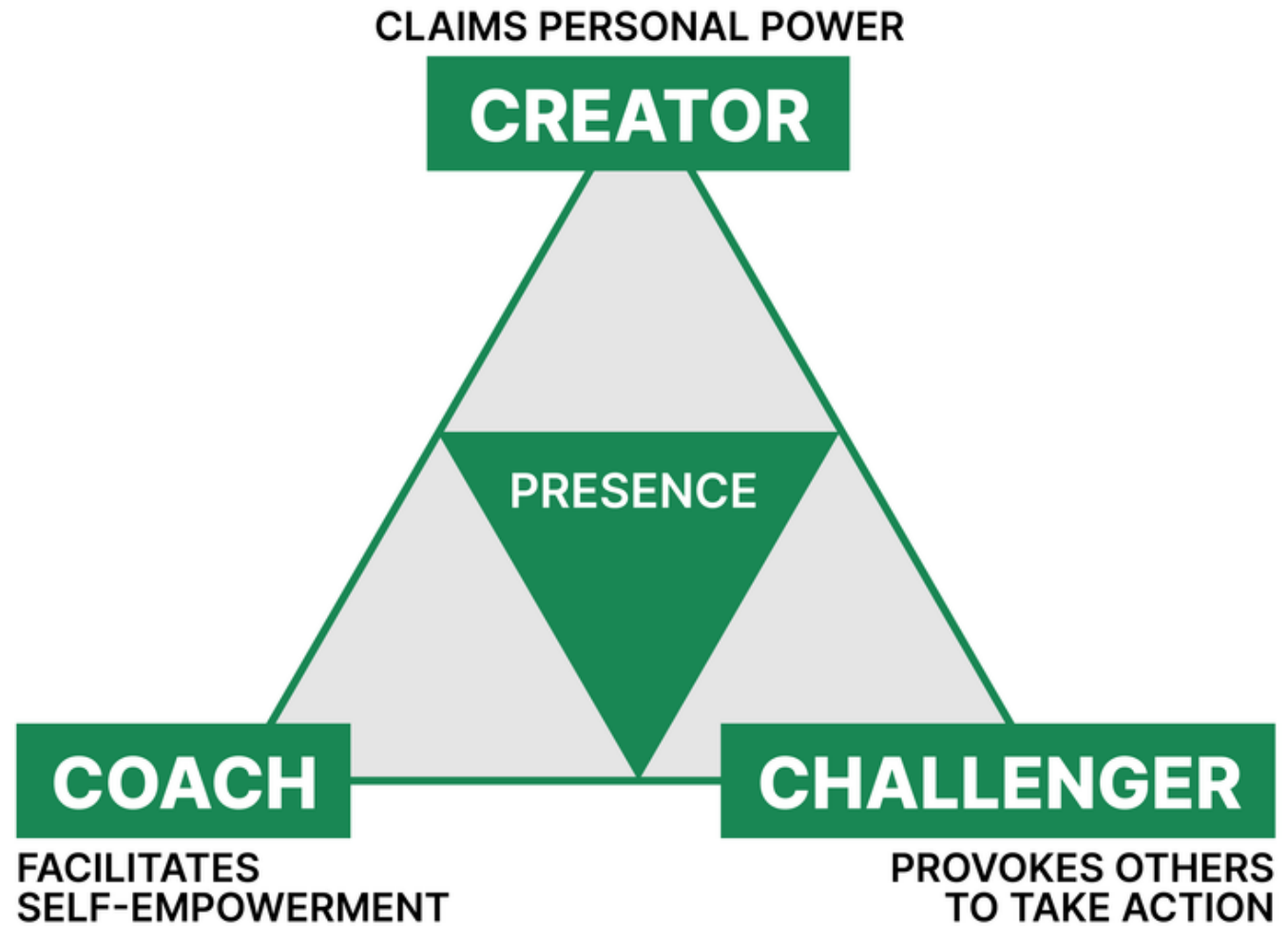
I commit to blaming others and myself for what is wrong in the world. I commit to being a victim, villain, or a hero and taking more or less than 100% responsibility.



Drama Triangle



Drama Triangle



www.bringthedonuts.com



Impeccable Agreements

- Making clear agreements
- Keeping agreements
- Renegotiating agreements
- Cleaning up broken agreements



Clarity is Key!

MOCHA Responsibility Chart

Clarify roles for streamlined creative workflows

M	Manager →	Oversees daily progress and resolves roadblocks.
O	Owner →	Drives the project forward and ensures success.
C	Consulted →	Provides expert input and guidance when needed.
H	Helper →	Completes specific tasks and supports the project.
A	Approver →	Signs off on key decisions and final deliverables.



Almost all human
drama is a result
of unclear
commitments or
unclear or unmet
agreements.

GAY HENDRICKS



Commitment Two: Candor

I commit to saying what is true for me. I commit to being a person to whom others can express themselves with candor.

I commit to withholding my truth (facts, feelings, things I imagine) and speaking in a way that allows me to try to manipulate an outcome. I commit to not listening to the other person.

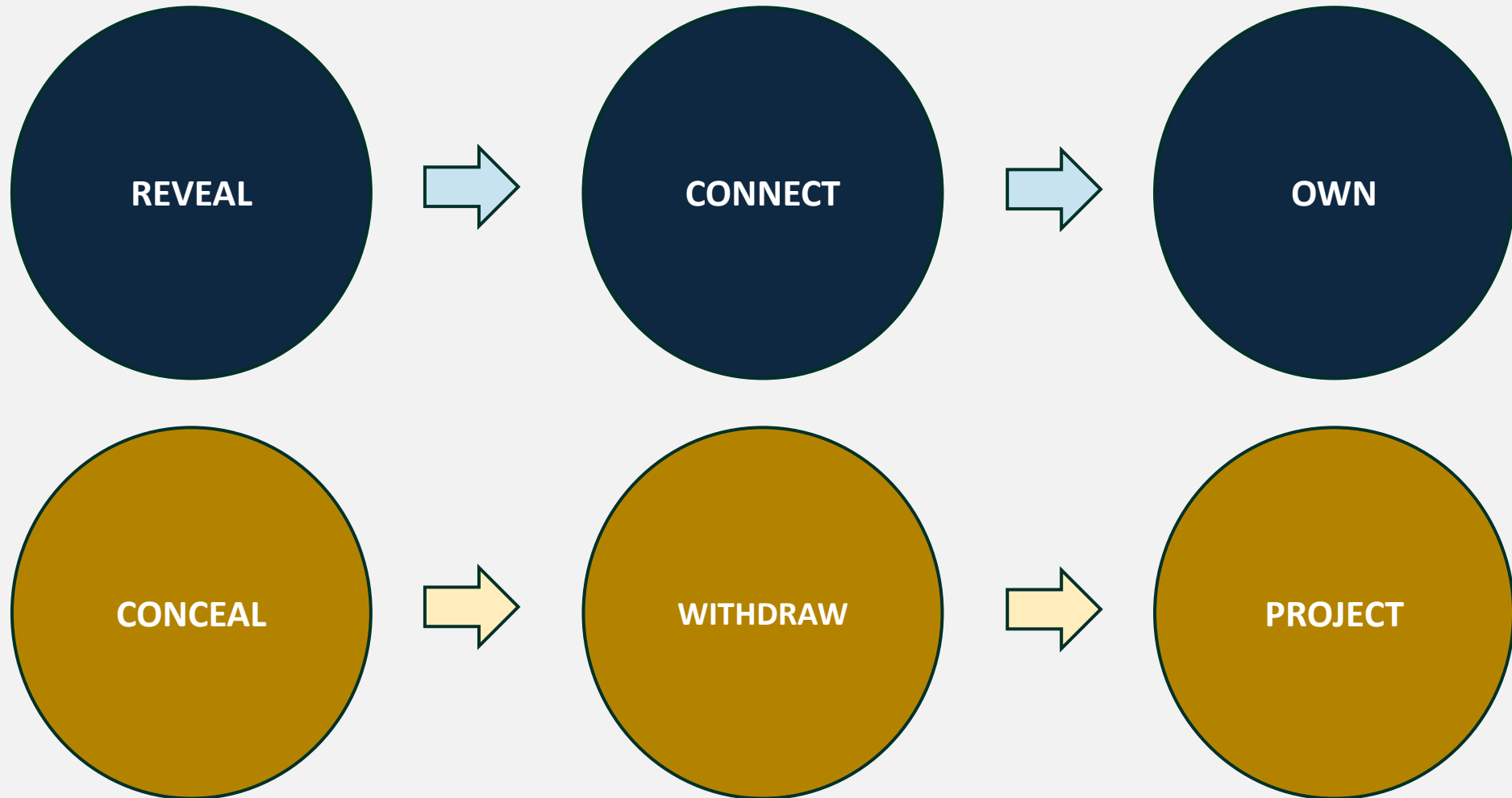


Meet Sesame

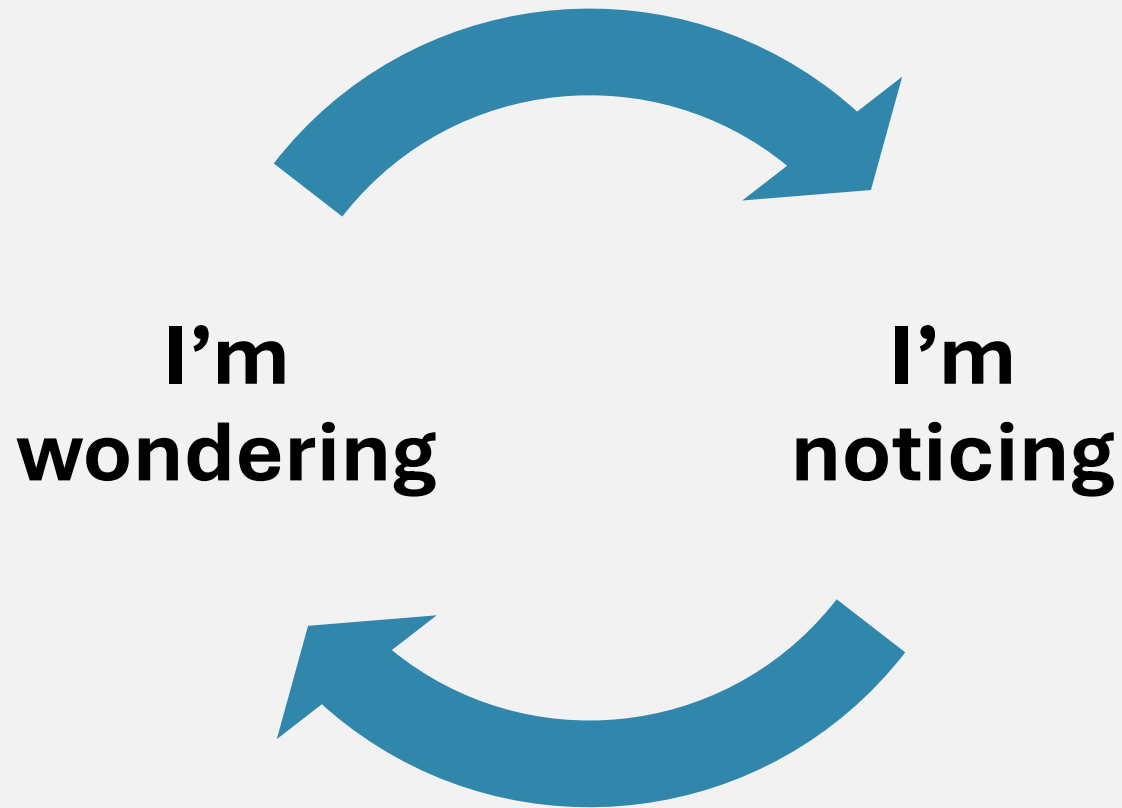
Why did this
pygmy goat create
such an outcry?!



Revealing and Concealing



The Art of Feedback



- I'm noticing that things still seem tense between you, even though you tell me you've worked things out. I'm wondering if I'm misinterpreting what I'm seeing...?
- I've been thinking that your work has been a little off your usual high standard. I'm wondering if you're ok.
- I've noticed that you roll your eyes each time I request a meeting agenda in advance. I'm wondering if there's something you want to say to me about that.



Candor Questions

Truthfulness

- How accurate was what I revealed?

Openness

- How complete was what I revealed (did I share all the parts)?

Awareness

- How self-aware am I?





What can
make it hard
for you to
reveal in the
workplace?



What is your stuck story?

Your stuck story is how
you re-tell the conflict in
your head.

Questions to ask yourself....

- What am I reacting to the most strongly in this conflict?
- What parts do I dwell on?
- What am I protecting myself from?
- What do I want moving forward from myself?



Tammy Lenski



What if they are unwilling?

- **Understanding is better than agreement.** Work hard to get their concern.
- What really is not working? **Focus on the problem**, less on the personal stuff.
- **Your problem is their problem...**even if they do not see themselves as responsible.
- Treat it like a “gravity” problem. How do we live with it and neutralize how it affects us? **Get out of the clutches of the conflict claws.**



Commitment Three: Gossip

I commit to ending gossip, talking directly to people with whom I have a concern, and encouraging others to talk directly to people with whom they have an issue or concern.

I commit to saying things about people that would not or will not say to them. I commit to talking about people in ways I wouldn't if they were in the room. I commit to listening to others when they gossip.



Don't be like Corporate Natalie!



Unhealthy Conflict

Are you
having the
meeting
AFTER the
meeting?



Fact verses Story

FACT

- What a video camera would capture
- Factual + objective description
- Black + white
- Reality



STORY

- Opinions
- Beliefs
- Judgments
- Interpretations
- Motivations
- Assumptions



Clearing Model

Think about a person or situation where the Clearing Model would be beneficial.

Talk with a partner about how that might look?



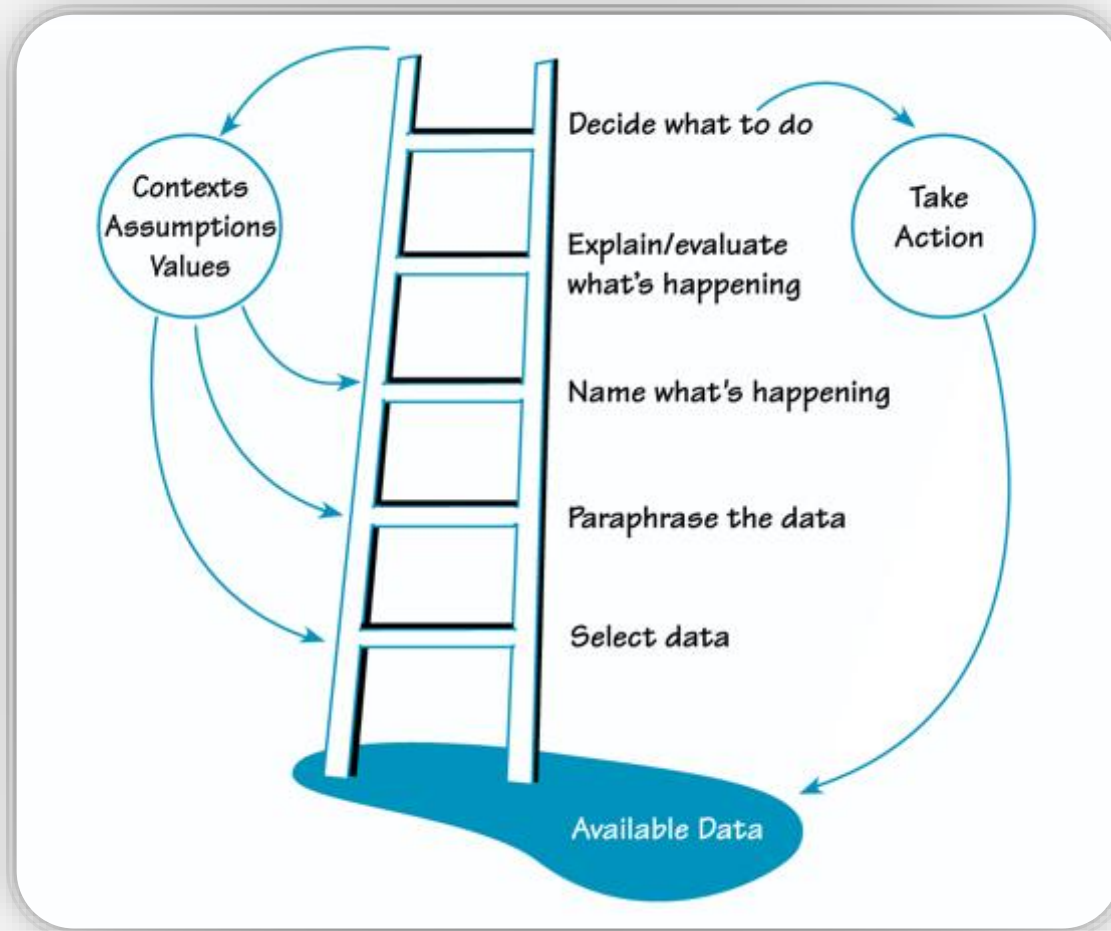
Do it right or do it twice!

FREE BACK
POCKET LINES:

- ✓ **In the moment:** Wow, that is really important! I think I need some time to think on that. Ok if I call you tomorrow?
- ✓ **After the fact:** Hey, I wanted to circle back to something you mentioned yesterday/ last week...
- ✓ After we met yesterday, I kept thinking about XYZ and wanted to share with you.
- ✓ Now that I've had more time to reflect on XYZ, I've got more questions. Can we re-visit that?
- ✓ Since we last talked, have you had any other thoughts about XYZ?



Ladder of Inference



(Stay on the ground!)

-Chris Argyris



What if
they
gossip
to you?



It starts with you!



How am I complicit in
creating the
conditions I say I
don't want?



Putting it all together

- Above and below the line
- Drama Triangle
- Responsibility
- Candor
- Gossip

Progress not perfection!





Resources

- “The 15 Commitments of Conscious Leadership” by Dethmer, Chapman, + Klemp
- “The Conflict Pivot: Turning Conflict into Peace of Mind” by Tammy Lenski

Thank You!



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