SESSION
The Happy, Healthy Network Leader: From Self-care to We-care
The Happy Healthy Networked Leader: From Self-Care to We-Care

Beth Kanter, Master Trainer, Speaker, Author

SSIR Nonprofit Institute
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Beth Kanter: Master Trainer, Author, Speaker and Blogger

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Networked Nonprofit: Leverage Both Organizational and Individual Networks
Face Book
شكراً شباب مصر صامدون لن نغادر
Tweeting #PopeinUS #PopeinDC #PopeinNYC #PopeinPhilly during @Pontifex visit reveals custom emojis for each hashtag.
Pay attention while walking. Your Facebook status update can wait.
“Hi, I’d like to add you to my professional network on LinkedIn.”
The nonprofit work ethic is outdated!
“Kanter and Sherman provide an essential guide for nonprofits looking to make a positive social impact on their communities and around the world.”
— Arianna Huffington, *Huffington Post*

**THE HAPPY, HEALTHY NONPROFIT**

*BETH KANTER  ALIZA SHERMAN*

Foreword by Vu Le, nonproffitswithballs.com

WILEY
Healthy, Happy Nonprofit

Hard Skills
- Management
- Financial Systems
- Strategic Planning
- Program Plans
- Fundraising
- Marketing
- Evaluation
- Sustainability

Soft Skills
- Self-Care
- Energy replenishment and management
- Managing technology and information overload
- Effective team work habits and communication
- Reflection and learning
- Scaling A Healthy and Happy Culture
- Mindful Leadership
Beth’s Story: Why A Book on Self-Care

Triglycerides: Test Results

Beth

399

Healthy Range

>150
Too Much of This ...
Too Much of That
A Little Bit of That

TEQUILA
Way Too Much of This ....

Working nights and weekends
Sleep deprivation
No vacation or down time
Triglycerides: Test Results

99
Where do you find the time in your work day?
Stanford study finds walking improves creativity

Stanford researchers found that walking boosts creative inspiration. They examined creativity levels of people while they walked versus while they sat. A person’s creative output increased by an average of 60 percent when walking.

BY MAY WONG

Steve Jobs, the late co-founder of Apple, was known for his walking meetings. Facebook’s Mark Zuckerberg has also been seen holding meetings on foot. And perhaps you’ve paced back and forth on occasion to drum up ideas.

A new study by Stanford researchers provides an explanation for this.

Creative thinking improves while a person is walking and shortly thereafter, according to a study co-authored by Marily Oppezzo, a Stanford doctoral graduate in educational psychology, and Daniel Schwartz, a professor at Stanford Graduate School of Education.

The study found that walking indoors or outdoors similarly boosted creative inspiration.

“The act of walking itself, and not the environment, was key,” Oppezzo said in a statement. "Many people anecdotally claim they do their best thinking while walking, or take a walk just to get clear thinking, but this study provides some of the first experimental evidence that demonstrates this behavior can boost creative performance.

"Walking vs. sitting"

Other research has focused on how aerobic exercise generally protects long-term cognitive function, but until now, there did not appear to be a study that specifically examined the effect of non-aerobic walking on the simultaneous creative generation of new ideas and then compared it against sitting, Oppezzo said.

Research/sca compliments of Dr. Chuck Hillman University of Illinois
What is the big idea?
From Self-Care to We-Care: Black Lives Matter Strategy for Wellness

This photo is from an open space session during last week’s Funders Learning Lab: Investing In Network Leadership. I proposed a session with a title, “Going from Self Care to We Care” to talk about how we scale a culture of self-care in networks. The networks, nonprofits organizations, and movements are filled with people who are passionate about social change work, but often work hard and long with few resources and many just keep going without giving a thought to self-care.
Part 1: Self-Care for Individuals

- Why
- Assessment
- Self-Care Plan
- Habit Change
He's saying “Grant... deadline... on Thursday.”
Burnout Is Sneaky!
The Nonprofit Burnout Assessment: Passion Fatigue

Passion Driven → Passion Waning → Passion Challenged → Passion Depleted

Where are you now?
What is Self-Care?

Self-Care is about revitalization. It includes any deliberate and consistent habits you create to enhance your overall well being.
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<th>Sphere 1: Self</th>
<th>Practice Goals</th>
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<td>- Get 7-9 hours of sleep per night.</td>
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<td>- Eat more fruits and vegetables every day.</td>
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<td>- Get to 10,000 steps per day walking.</td>
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<th>Sphere 2: Others</th>
<th>Practice Goals</th>
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<td>- Make a regular date with my partner and/or children – one-on-one – to give my relationships attention.</td>
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<td>- Divest myself of negative influences, moving consciously away from people who bring me down.</td>
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<th>Sphere 3: Environment</th>
<th>Practice Goals</th>
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<td>- Stop what I’m doing at least once a day to go outside.</td>
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<td>- Clear clutter from my office desk</td>
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<th>Sphere 4: Work and Money</th>
<th>Practice Goals</th>
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<td>- Take comp time when I’m attending work-related evening events.</td>
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<td></td>
<td>- Stand up from my desk every 15 minutes to stretch and walk around.</td>
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<th>Sphere 5: Tech</th>
<th>Practice Goals</th>
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<td>- Set up a charging station at the front door for all of my/my family’s digital devices.</td>
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<td></td>
<td>- Keep all my digital devices out of my bedroom and off my dinner table.</td>
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Happy Healthy Habit Change

Pick  Cue
Track  Check
Do
A Simple Way To Practice Mindfulness At Work

- Two Minutes of Focusing on Breath
- Two Minutes of No Agenda
Creating A Mindfulness Habit Trigger
What is one self-care habit you want to build? What’s your trigger?

Mindful Moment
From Self-Care to We-Care

- Culture
- Employee Engagement
- Programs and Activities
- Nudges and Cues
- Policies, Strategy
Changing An Organizational Culture That Eats French Fries for Breakfast

Organizational leaders model self-care and don’t ridicule it, ignore it, or give lip service.

When employees are engaged in creating a culture of we-care or else there will be either a steak and scotch rebellion or frequent self-care abusers.

Not a quick fix with tactics or activities, requires patience.
Avoid Quick Fixes
Crisis Response Network: Listen and Engage Employees to Shift the Culture

1: Functioning
Do people have what they need to do their job?

2: Feelings
Do people feel appreciated and respected?

3: Friendship
Do people feel connected to one another?

4: Forward
Do people feel like they have opportunities for growth?

5: Fulfillment
Do people feel like they are inspired and working towards a higher purpose?

Laura Putnam – 5 F’s Framework
Hazon: Leverage Staff Champions

Wednesday Afternoon Weekly Walk
- After lunch for 20 minutes to energize and build community
Building A Movement Inside Your Organization
• Does your organization’s or network’s culture amplify stress or nurture well-being? How can you do more of the latter?
Summary

• Self-Care and We-Care is not just about kale smoothies and massages, it is part of doing the work
• Burnout is sneaky, understand if you depleting your passion for social change without refueling
• The solo or group practice requires intentional habit change or building a culture of wellbeing
• Pick one small self-care habit that you can create and build into your life today and courage others in your network to do the same!
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Question & Answer

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