

NONPROFIT
MANAGEMENT
INSTITUTE



The Power of
Network Leadership
to
Drive **Social Change**

SESSION

**The Happy, Healthy Network Leader:
From Self-care to We-care**



Beth Kanter

Master Trainer,
Speaker, and Author

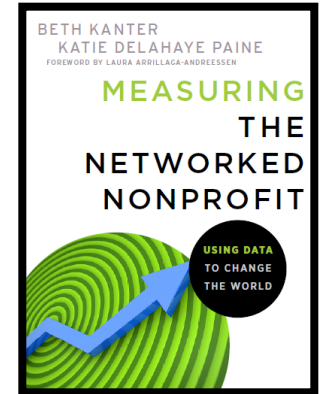
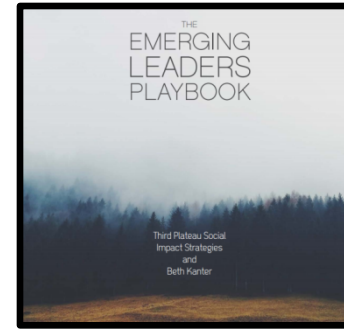
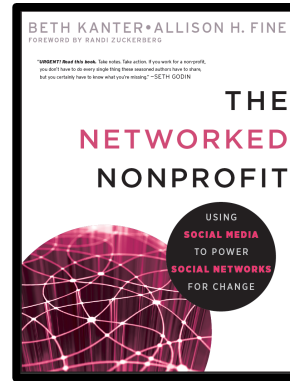


**The Happy Healthy Networked Leader:
From Self-Care to We-Care**

Beth Kanter, Master Trainer, Speaker, Author

SSIR Nonprofit Institute
September, 2016

Beth Kanter: Master Trainer, Author, Speaker and Blogger



About Beth Speaking The Networked Nonprofit Work with Beth Best of Beth Archives Contact

Beth's Blog

How Connected Nonprofits Leverage Networks and Data for Social Change

11 JUL 2016

Pokemon Go and Nonprofits

STORYTELLING, TOOLS AND TACTICS

Hi, I'm Beth. Welcome!

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Comment: 124, 56, 0

92Y 82nd Street Y 18 hours ago

Rattata cp 10

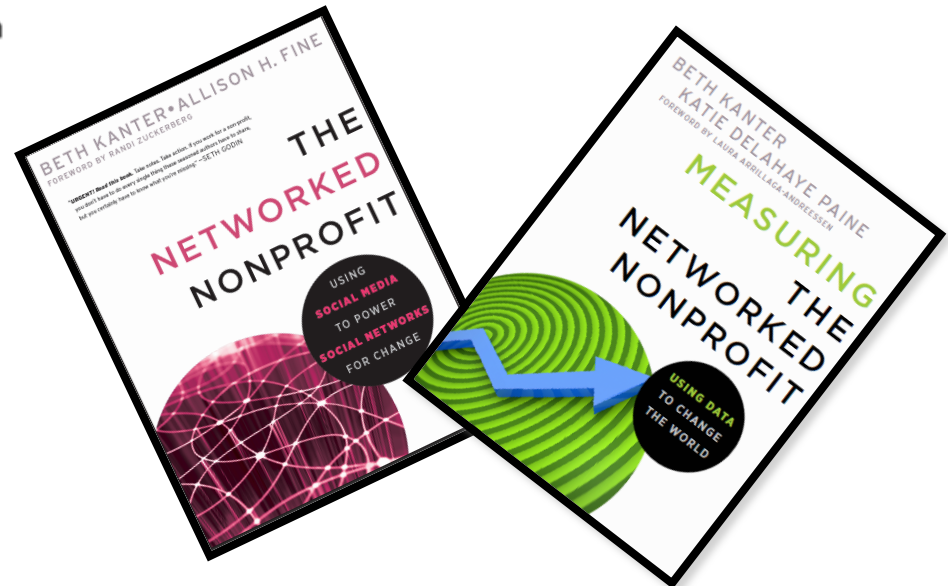
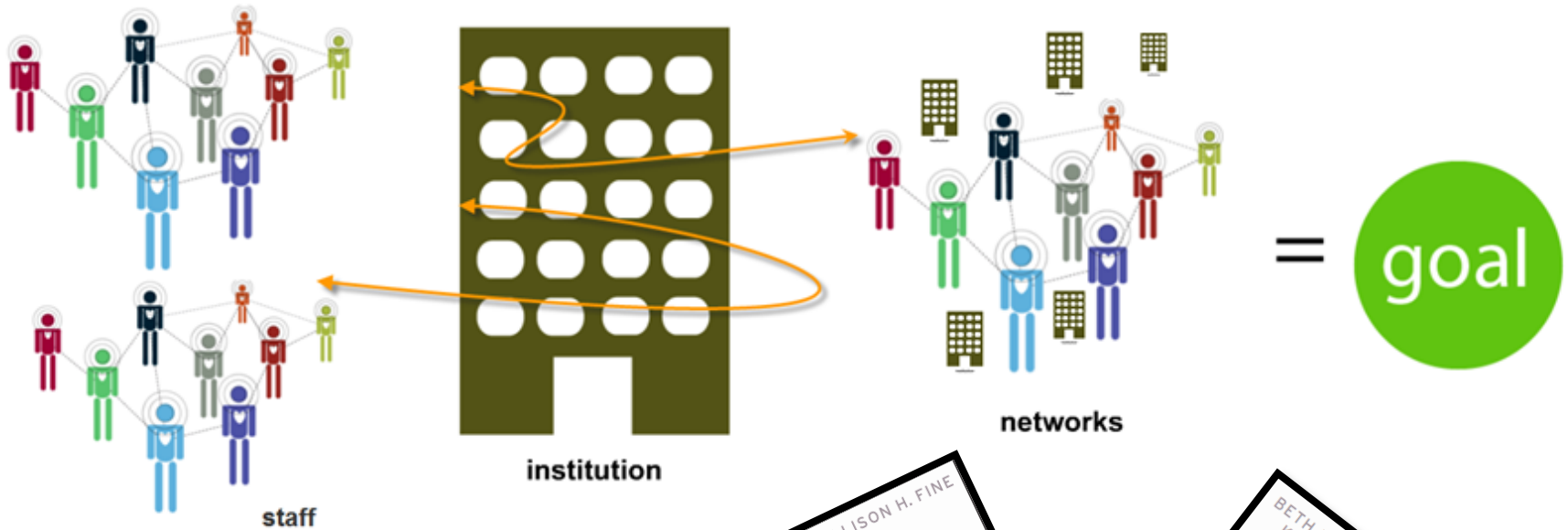
All 82nd Street Y dance classes, art classes and May Center gym classes can lastly resume. We captured the Rattata that was outside Buttenwieser Hall. #PokemonGo

Pokemon Go, the latest installment in the best-selling Pokemon video game series, launched as a smartphone app using

@kanter
www.bethkanter.org



Networked Nonprofit: Leverage Both Organizational and Individual Networks





2003.....2009.....2016

شكر
في شباب
هناك أمل
لطلة العج
الشعب
فأنتي الذي
العالمين
ظن يود

شكراً... شباب مصر
FACE BOOK
صامدون لن نغادر





Good Morning America
@GMA



Follow

Tweeting #PopeinUS #PopeinDC
#PopeinNYC #PopeinPhilly during @Pontifex
visit reveals custom emojis for each hashtag

#PopeinUS

#PopeinDC

#PopeinNYC

#PopeinPhilly

RETWEETS
203

FAVORITES
228



7:54 AM - 22 Sep 2015





PAY ATTENTION WHILE WALKING



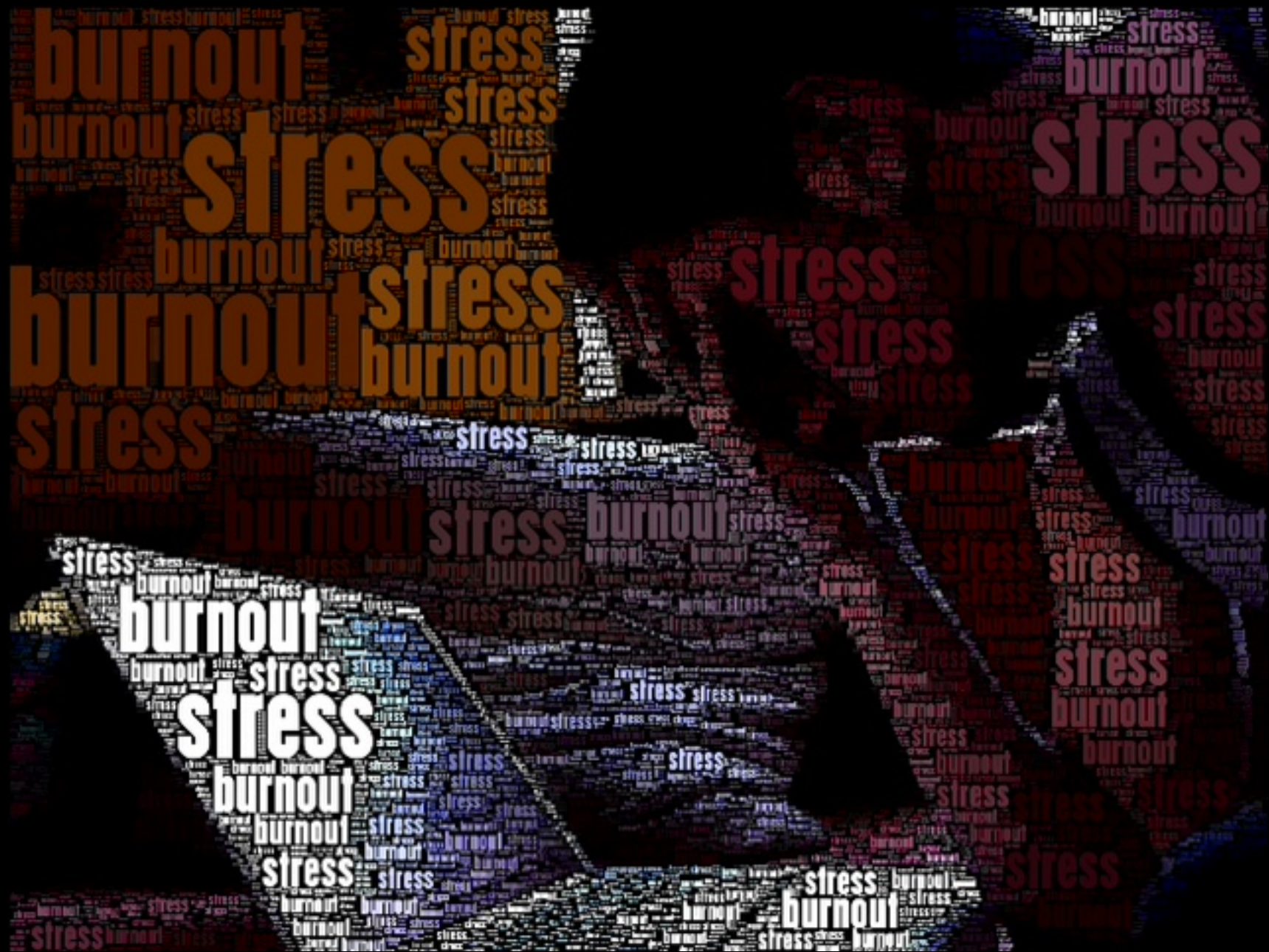
YOUR FACEBOOK
STATUS UPDATE
CAN WAIT.



Metropolitan
Etiquette Authority



“Hi, I’d like to add you to my professional network on LinkedIn.”







Meeting
at 11!



HELLO
my name is
Human





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*

STRATEGIES FOR IMPACT WITHOUT BURNOUT

THE
HAPPY,
HEALTHY
NONPROFIT



BETH KANTER ALIZA SHERMAN

Foreword by Vu Le, nonprofitswithballs.com

WILEY

Healthy, Happy Nonprofit



Hard Skills

Management
Financial Systems
Strategic Planning
Program Plans
Fundraising
Marketing
Evaluation
Sustainability

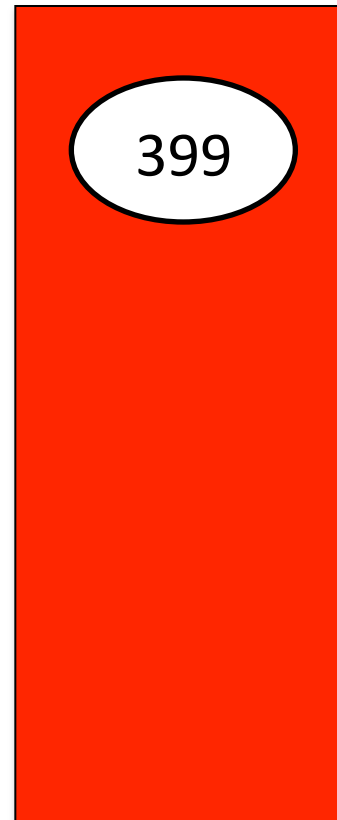
Soft Skills

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

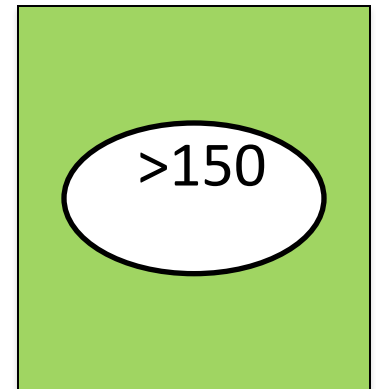
Beth's Story: Why A Book on Self-Care



Triglycerides: Test Results



Beth



Healthy Range

Too Much of This ...



Too Much of That

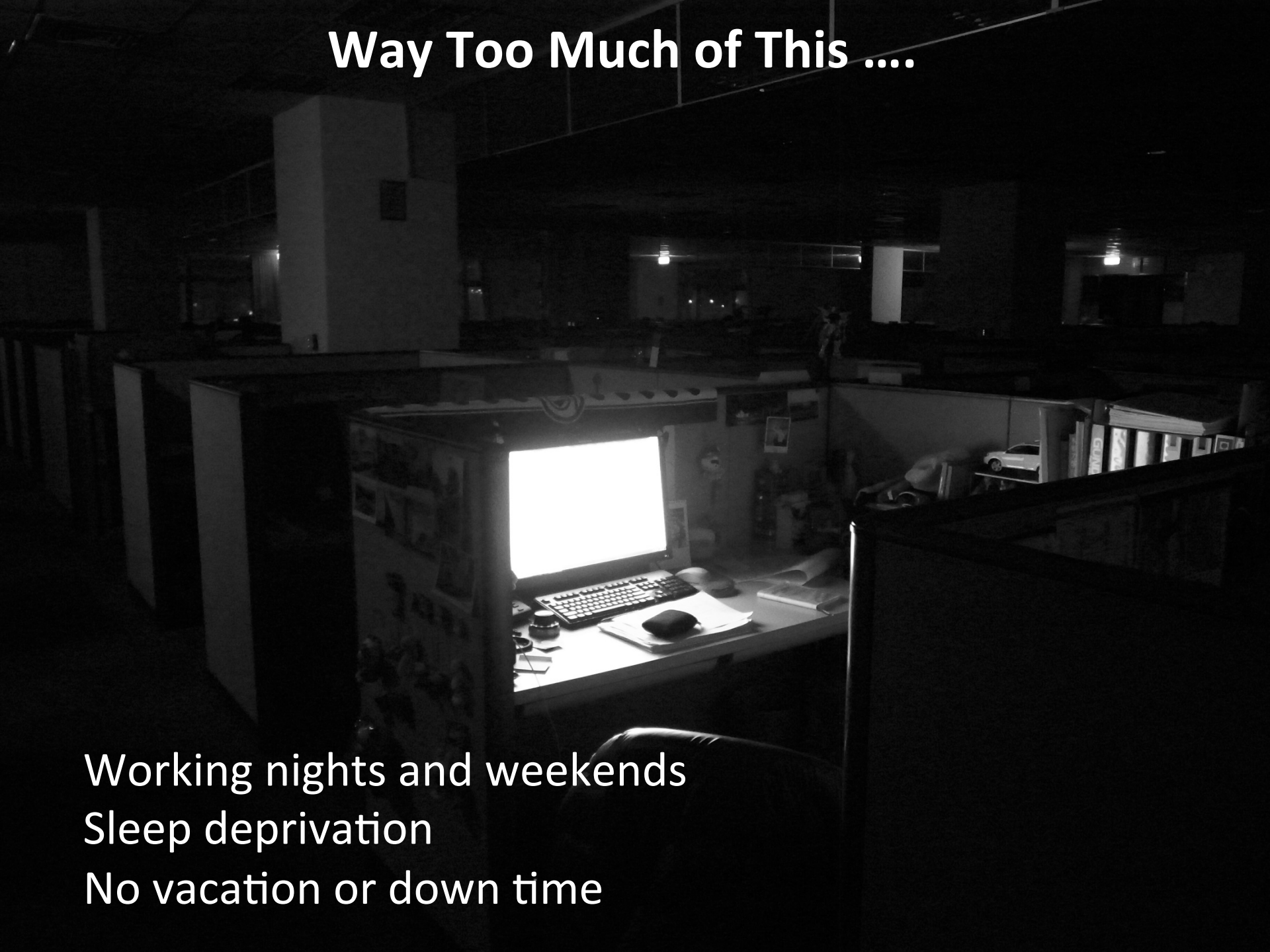


A Little Bit of That

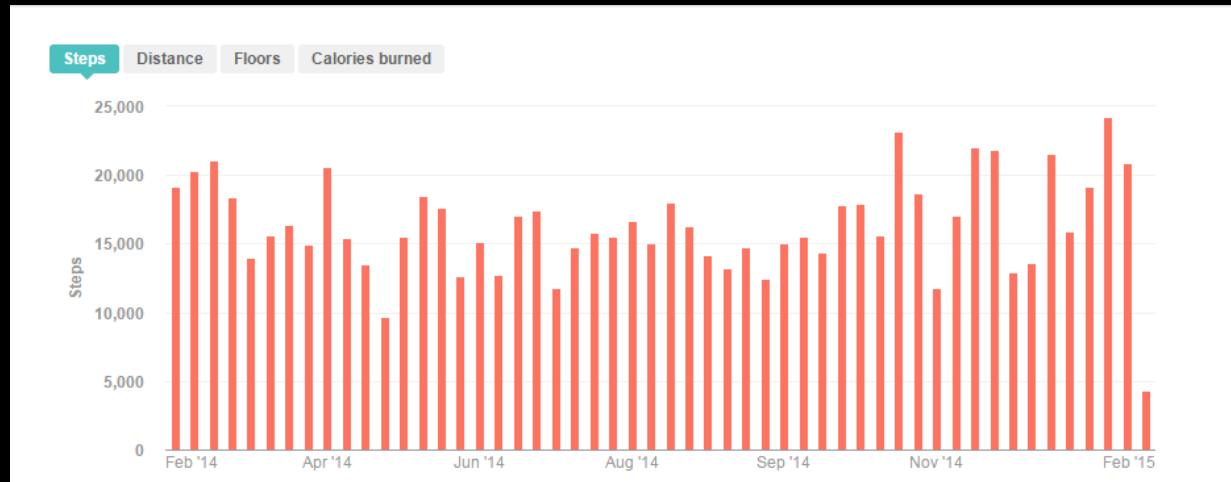


TEQUILA

Way Too Much of This

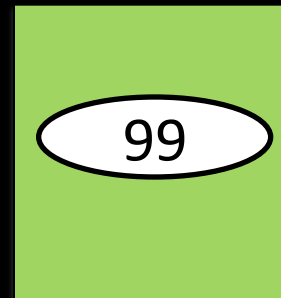


Working nights and weekends
Sleep deprivation
No vacation or down time



fitbit Dashboard Log Community Premium STORE

Friends	Avg. Steps	Today Steps
1 Mukund	24,240	162,122
2 Jeremy	26,913	135,674
3 You	20,753	130,339
4 Louis G.	18,314	119,256
5 Elana C.	17,366	109,334
6 Katie C.	14,784	94,867
7 kworthington	13,857	88,540
8 Anamika S.	14,265	86,273
9 Nancy W.	12,335	82,016
10 Ethan Z.	12,488	79,204
11 J.S.		70,786



Triglycerides: Test Results

Where do you find
the time in your
work day?



Stanford Report, April 24, 2014



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 [Marilyn 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 associated with higher creativity levels were consistently and significantly higher for those who walked.

"Many people anecdotally claim they do their best thinking while walking. This study shows that a step, or two, toward discovering why," Oppezzo and Schwartz wrote in the study published this week in the *Journal of Experimental Psychology: Learning, Memory and Cognition*.

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.

SHARE THIS STORY

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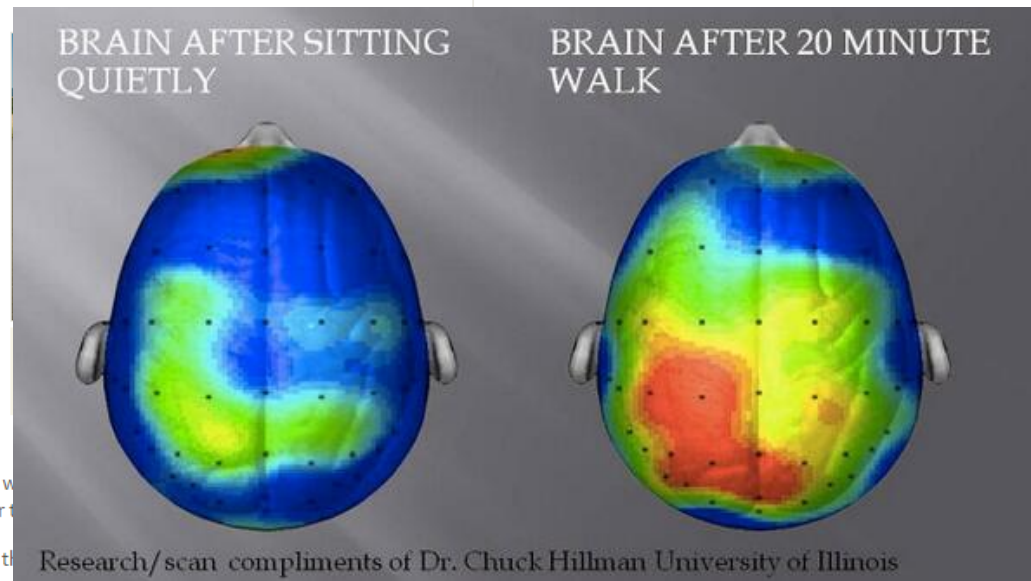
1131

in Share

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✉ Email

f Like 40k



What is the big idea?





Beth's Blog

How Connected Nonprofits Leverage Networks and Data for Social Change



14 OCT 2015

11 Comments

249	4
Like	+1
147	12
Tweet	Share
2	1
Email	Pinterest

From Self-Care to We-Care: Black Lives Matter Strategy for Wellness

HEALTHY



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 do 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.

Hi, I'm Beth. Welcome!



Buy Beth's New Book Now!

Subscribe via Email

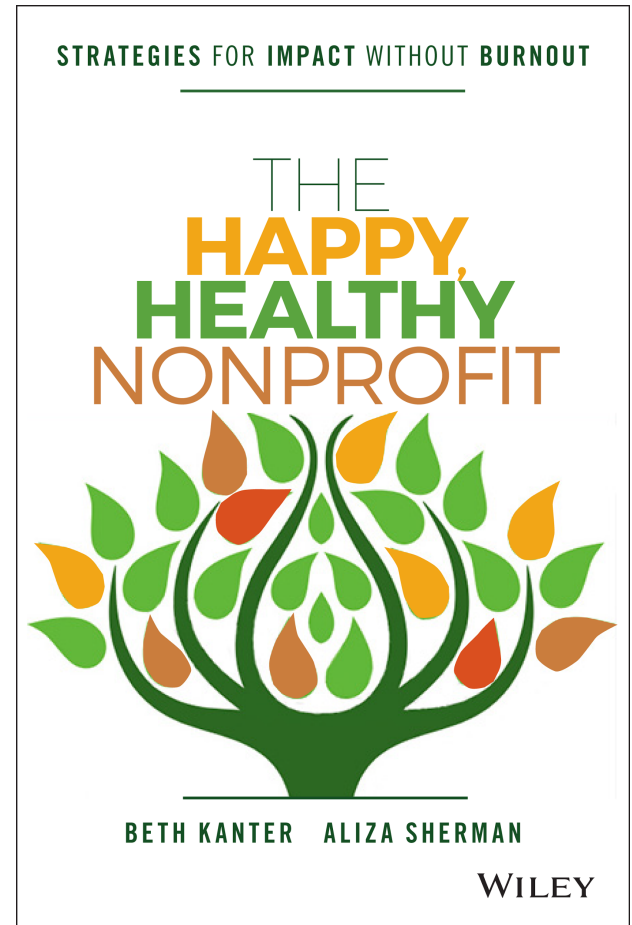
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Allen Kwabena Frompong
Black Lives Matter
NYC

Part 1: Self-Care for Individuals

- Why
- Assessment
- Self-Care Plan
- Habit Change



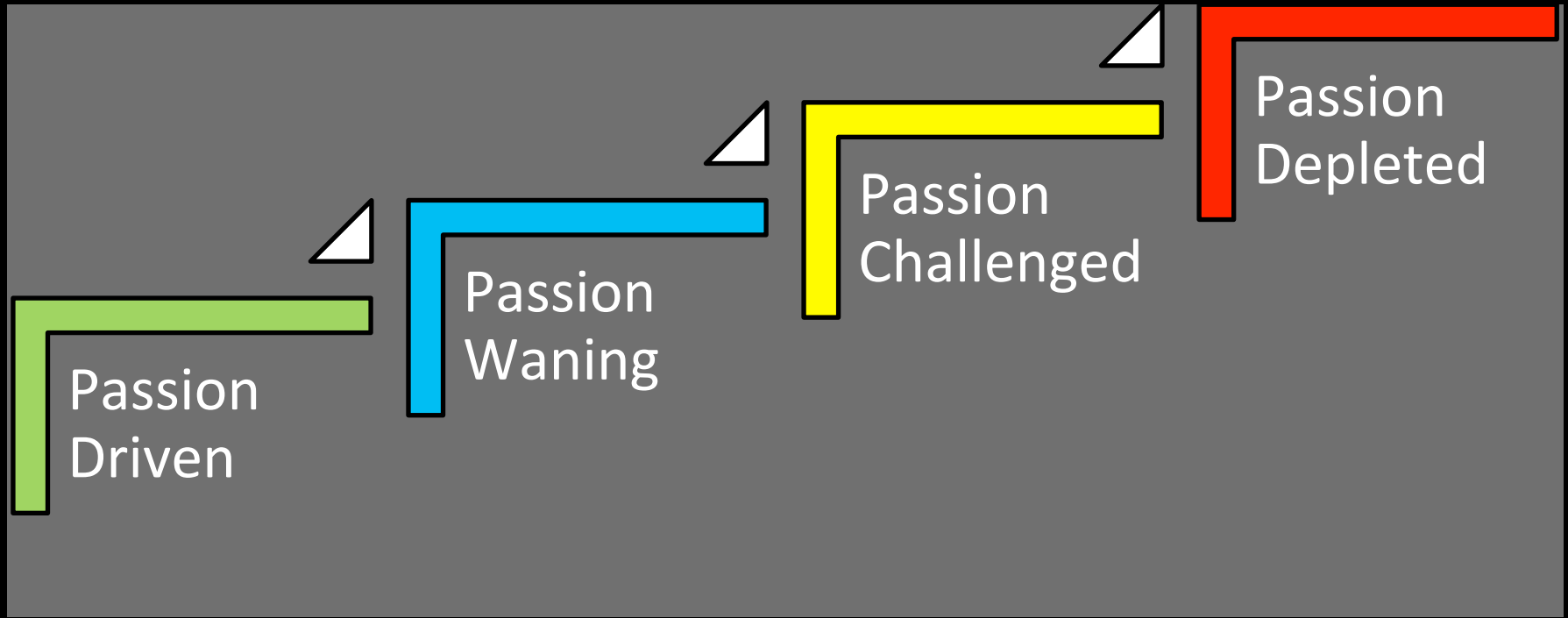


He's saying "Grant... deadline... on Thursday."

Burnout Is Sneaky!



The Nonprofit Burnout Assessment: Passion Fatigue



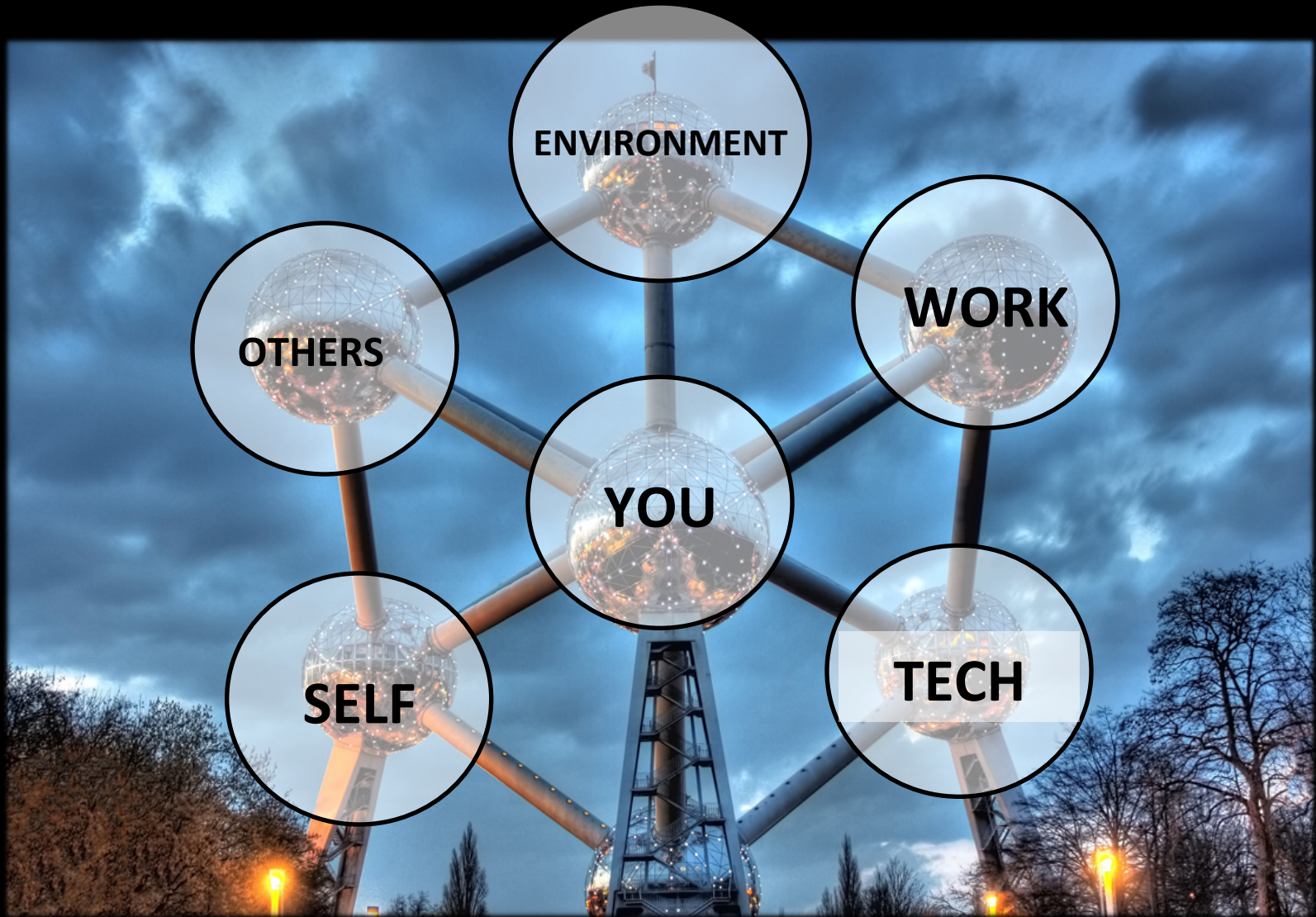
Where are you now?

What is Self-Care?



Self-Care is about revitalization. It includes any deliberate and consistent habits you create to enhance your overall well being.

5 Spheres of Happy Healthy Living



The Self-Care Plan Checklist: Share Pair

Example of Self-Care Plan

	Practice Goals
Sphere 1: Self	<ul style="list-style-type: none">-Get 7-9 hours of sleep per night.-Eat more fruits and vegetables every day.-Get to 10,000 steps per day walking.
Sphere 2: Others	<ul style="list-style-type: none">-Make a regular date with my partner and/or children – one-on-one – to give my relationships attention.-Divest myself of negative influences, moving consciously away from people who bring me down.
Sphere 3: Environment	<ul style="list-style-type: none">-Stop what I'm doing at least once a day to go outside.-Clear clutter from my office desk
Sphere 4: Work and Money	<ul style="list-style-type: none">-Take comp time when I'm attending work-related evening events.-Stand up from my desk every 15 minutes to stretch and walk around.
Sphere 5: Tech	<ul style="list-style-type: none">-Set up a charging station at the front door for all of my/my family's digital devices.-Keep all my digital devices out of my bedroom and off my dinner table.

Happy Healthy Habit Change

Pick

Cue

Track

Check

Do



S. Maria

A Simple Way To Practice Mindfulness At Work



- Two Minutes of Focusing on Breath
- Two Minutes of No Agenda

Creating A Mindfulness Habit Trigger



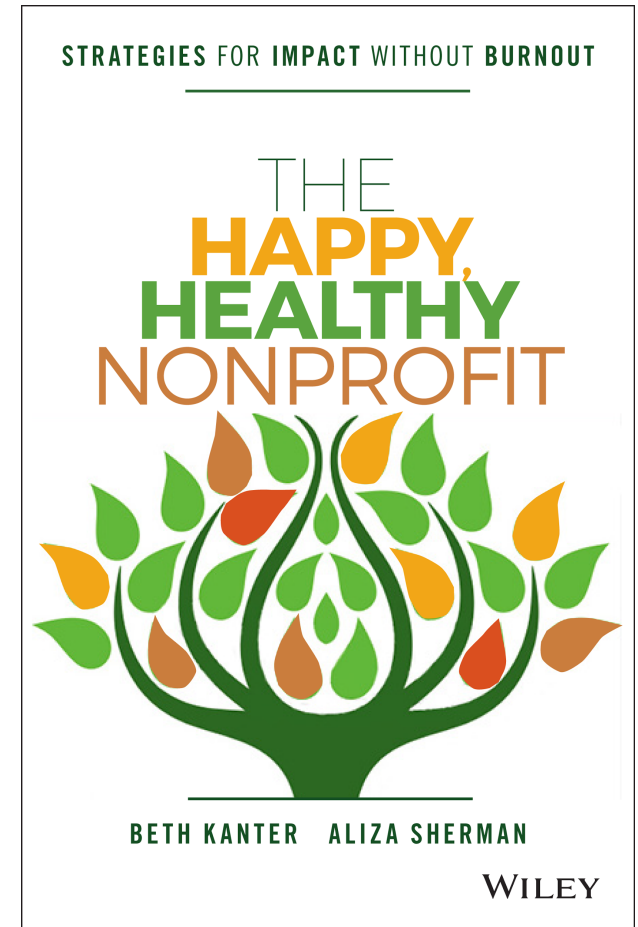


Mindful Moment

- What is one self-care habit you want to build? What's your trigger?

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

REMEMBER
YOU PARKED IN
4 SOUTH
LEVEL P1

WE ALL WANT
this structure to be
PERFECT!
"Please let us know
about anything that
isn't right."
MAINTENANCE
HOTLINE
(310) 206-0196

259

Free
workout
just
steps
away

TAKE
THE
STAIRS

LOVE
LUNCH

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?





Hazon: Leverage Staff Champions



Wednesday Afternoon Weekly Walk

-After lunch for 20 minutes to energize and build community



Search Calendar



Gina [User Profile]

Calendar

Today < > Mar 13 - 18, 2016

Day Week Month 4 Days Agenda More ⚙

CREATE

March 2016

S	M	T	W	T	F	S
20	21	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2
3	4	5	6	7	8	9

- My calendars
- Gina Schmeding
- Birthdays
- Tasks
- Other calendars
-
- Hazon Board
- Hazon Events
- Hazon Staff Calendar
- Jed Snerson
- Makom Hebrew Even...
- Becca Linden

	Sun 3/13	Mon 3/14	Tue 3/15	Wed 3/16	Thu 3/17	Fri 3/18	Sat 3/19
8:00am				8:00 - 8:30 Exec cal	8:00 - 8:30 Exec cal		
9:00am		8 - Timeliness meeting	8 - 10 Go to IF		8 - Jed/Nigel, 8 - Payrol	8 - Bank Balance Update	
10:00am		10 - 11 IF/RC Senior Team Meeting	10 - 10 Jeff/Jed Weekly	9:30 - 11:00 MSS / Gina	11 - Sarah/Jed Weekly	10:30 - 10:30 IF Calendar Meeting	10 - 11 FRG Meeting
11:00am		11 - Jed/Nigel			11 - 11a Employee Handbook Team	11 - BOA Credit Card Pay	
12:00pm		11:30 - 12 Welcome				12 - CONFIRM CHECKS	
1:00pm		12:30 - 1:30 Natsara Dinner					
2:00pm			2 - Weekly Kibitzer Walk		2 - 3a Dev/Jed B-Weekly		
3:00pm		3:00 - 3:30 Presentation at staff meeting		3 - 4 Data	3 - 4 Data	3 - 4 NGS meeting with and Judith	3 - 4 begin office close
4:00pm	4 - Timeliness Out	3:30 - 4:30 NGS Meeting with Judith	4 - 4a Timeliness Process	4 - 4a Meeting	4 - 4a Meeting	4:30 - Jed/Nigel Weekly	
5:00pm		4:30 - Approve Timesheet					
6:00pm				6:30 - 8:30 Class	6:30 - 7:30 Auction		
7:00pm							
8:00pm							



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?

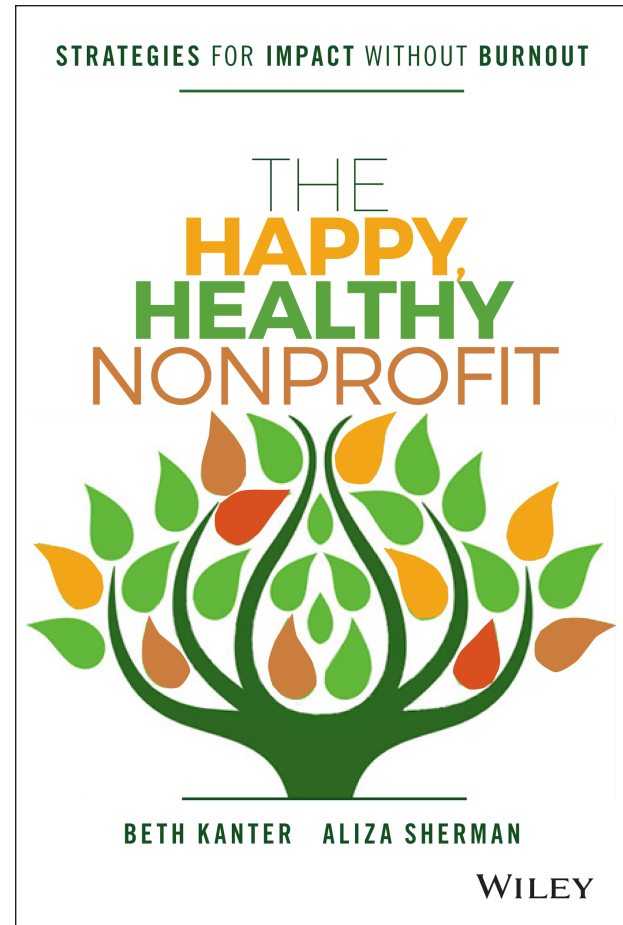
Summary

- 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!

Thank you!



www.bethkanter.org



Pre-Order: <http://bit.ly/happyhealthynpbook>



Beth Kanter

Master Trainer, Speaker,
and Author

Question & Answer



@kanter

SESSION
**The Happy, Healthy
Network Leader**