



# Embrace Strategies for Leadership & Wellness

*Becoming a Heart-Centered Leader*

*Presented by Elisa Salazar, LMSW, MS, MA*

# Heart-centered leaders:

Mindful of my own needs and my own wellbeing.

Cultivate internal security and strength.

Model healthy behaviors.

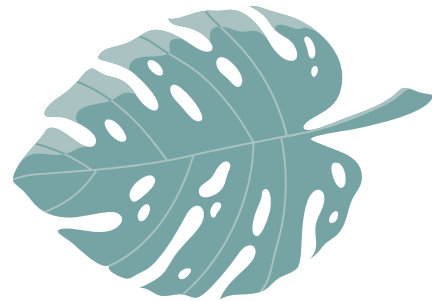
Good environment for others.

Practice self-compassion.

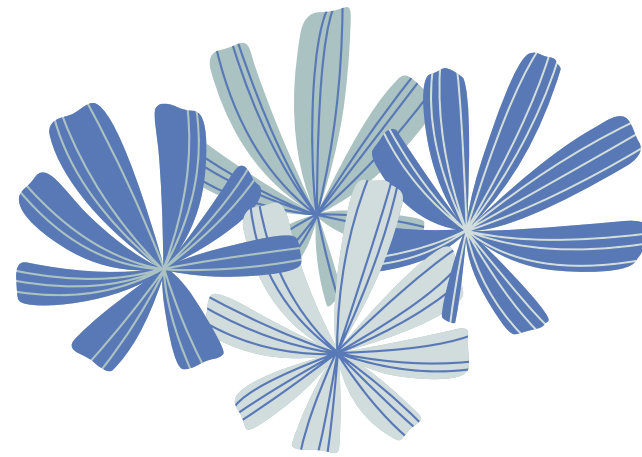
*Emotional wellness*  
is a leadership and  
a survival skill.



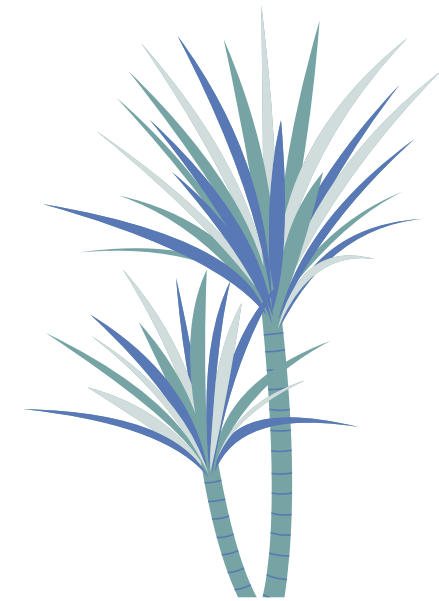
# Leadership Lessons



Rest.



Heal.



Grow.

# Rest is *restorative* & *imperative*.

Increases  
productivity.

Strengthens  
the brain.

Enables  
inspiration.

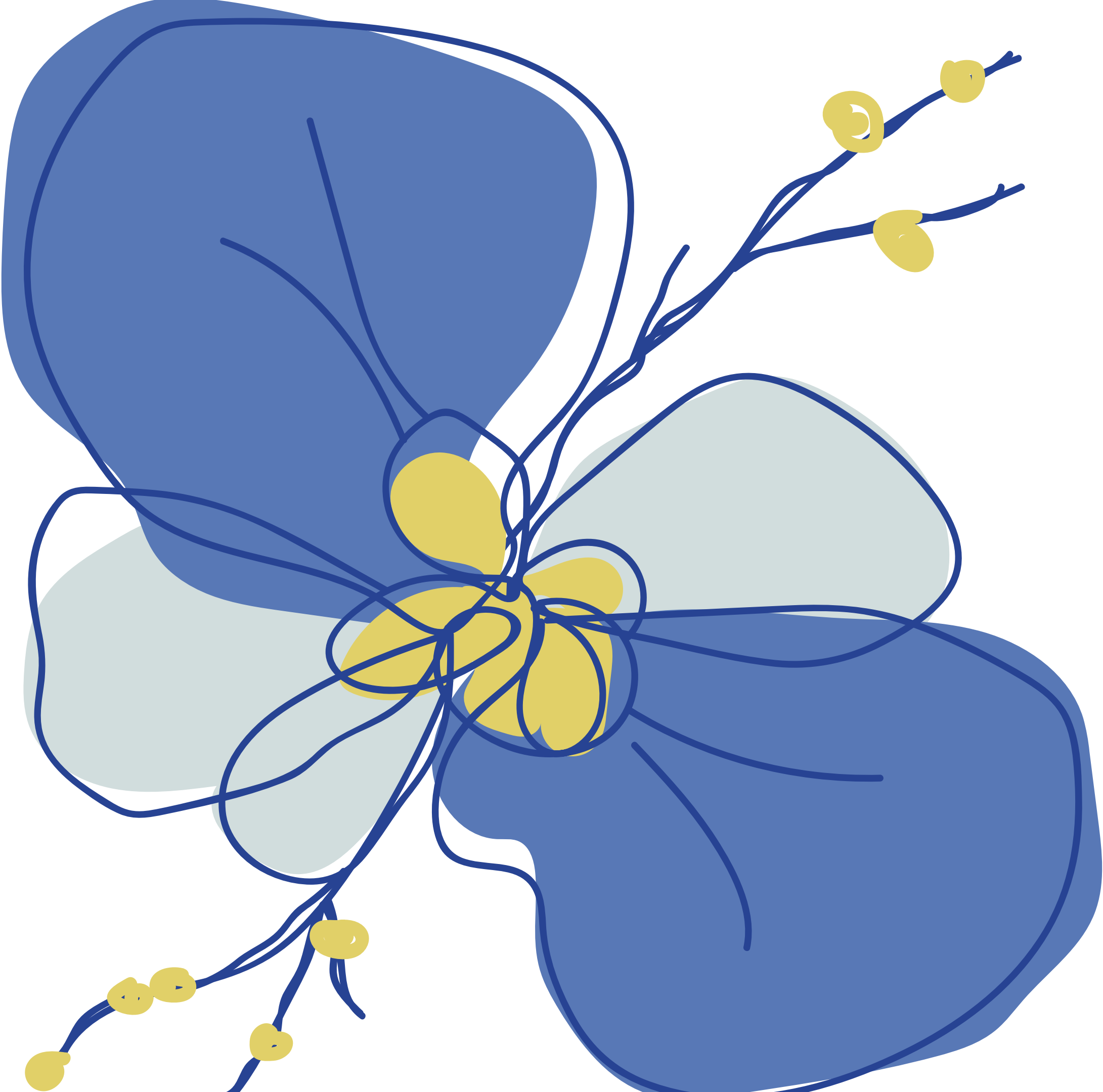
Makes  
innovation  
sustainable.

Stimulates  
creativity.

It is essential  
to live well.

Rest is *restorative*  
& *imperative*.





# Discussion

*Becoming a  
Heart-Centered  
Leader*



# Ten Strategies for Rest

## 1 - Take rest seriously

Hard work and deliberate rest are partners – each sustains and supports the other. Rest helps restore our mental and physical well-being, gives us energy, focus and resilience, and helps us be more productive. Downtime is also when we're most likely to have ideas, inspiration, and creative breakthroughs.

## 2 - Focus

Build more focused time in your day to help you be more creative. Create space for rest by structuring daily scheduled time around unbroken periods of focused work. Concentrate your morning on your biggest, most cognitively demanding tasks; put off meetings until after lunch; check emails a couple times a day. Remember, multi-tasking is a myth.

## 3 - Layer work and rest

Super creative people alternate periods of intensive work with periods of deliberate rest. By resting immediately after a period of focused work, you can give your subconscious mind time to discover solutions to problems that are eluding your conscious effort. After focused work, try letting your mind wander, go for a walk, or journal and watch the creativity flow.

## 4 - Get an early start

Many creatives get their most important work done in the early morning. There are fewer distractions, so it's easier to focus. An early start also gives more time during the day for rest. A regular morning routine pays off, just make sure to claim back some time later in the day for rest.

## 5 - Detach from work

Pay attention to the quality of your rest. Psychologists find that people who keep busy during their free time, who don't check their email at night and on weekends, and who truly leave work behind when they go on vacation, are happier, more productive, and more resilient at work. They call it detachment, and the more you have it, the more restorative your downtime will be. It is a matter of not doing certain things. It is about doing things that occupy your time enough to keep work from intruding. These activities will keep work in its place by creating a positive and enjoyable alternative.

## 6 - Detach from devices

To experience the kind of rest that recharges our bodies and minds and fuels creativity and productivity, we need to detach from work. It is not enough to refrain from checking our devices or putting them on vibrate. We have to actually disconnect from our devices and have space where they are not there.

## 7 - Take a week off every season

Science has shown that happiness and relaxation on a vacation peaks after a week, while the psychological benefits last up to two months. The ideal vacation schedule is a week off every three months. This will increase the amount of vacation based energy that you can use for work. The key is to make it a real vacation, and not just a week of working in a place with more sand.

## 8 - Practice deep play

People who live long and happy lives practice deep play. It is especially important for people who don't have a lot of control over their daily schedules, have to work long hours, or who love their jobs but are prone to overdoing them. Deep play is valuable because it provides a more compelling alternative to work than sitting on the beach. It is a hobby or sport that offers the same psychological rewards as your job, but in a different setting, such as mountain climbing.


## 9 - Get plenty of exercise

Lots of accomplished, creative people are physically active. Office work is actually very physically demanding. The more movement you have in your life, the better your brain can perform. Exercise also makes us more resilient, better able to handle stress, and helps us live longer, healthier lives. Just move – including regular movement throughout the day.

## 10 - Get plenty of sleep

Sleep doesn't just provide physical rest; it's actually a time of incredible mental activity, giving our brains time to consolidate memories and skills, and clear our toxins. Sleep deprivation leads to underperformance, mistakes, emotional reaction, and overlooking details.

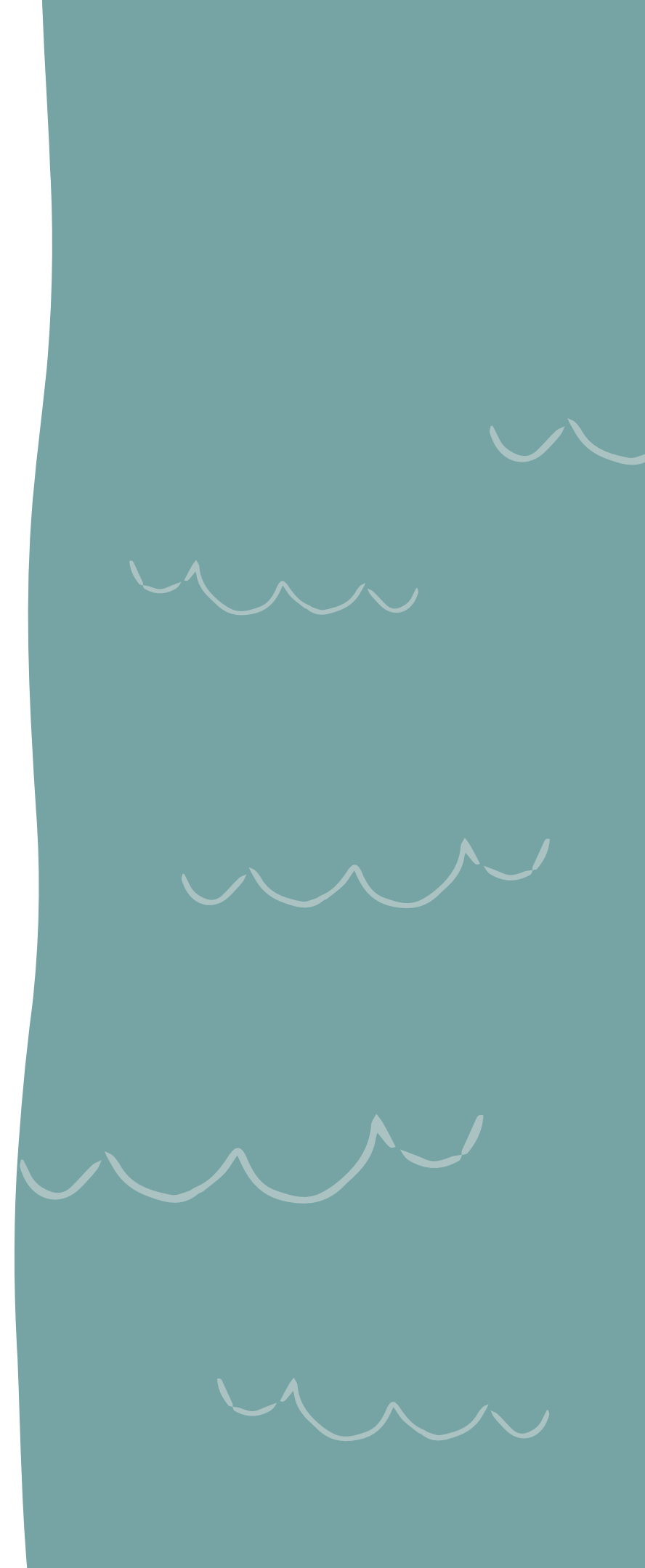




You are a  
*sustainable source*  
of peace.

# Heal

because when we fight our emotion, we create chaos.



# Heal

ride your emotions like a wave.

## Observe Your Emotion

- NOTE its presence.
- Step BACK.
- Get UNSTUCK from the emotion.

## Remember:

### You Are Not Your Emotion

- Do not ACT on the sensation of urgency.
- Remember when you have felt DIFFERENT.
- Describe your emotion by saying "I have the feeling of\_\_\_", rather than, "I am\_\_\_".
- Notice the OTHER feelings that you have at the same time you feel the strong emotion.

## Experience Your Emotion Fully

- As a WAVE, coming and going.
- Try not to BLOCK the emotion.
- Try not to PUSH the emotion AWAY.
- Don't try to KEEP the emotion.
- Just be a witness to your emotion.

## Practice Respecting & Loving Your Emotion

- Don't JUDGE your emotion.
- Practice WILLINGNESS with your emotion.
- Radically ACCEPT your emotion.

# Heal

Instead, we practice grounding and loving kindness.

## 5 things:

5 things you can see.

4 things you can touch.

3 things you can hear

2 things you can smell

1 thing you can taste.

This is a moment of suffering.

Suffering is a part of life.

May I be kind to myself in this moment.

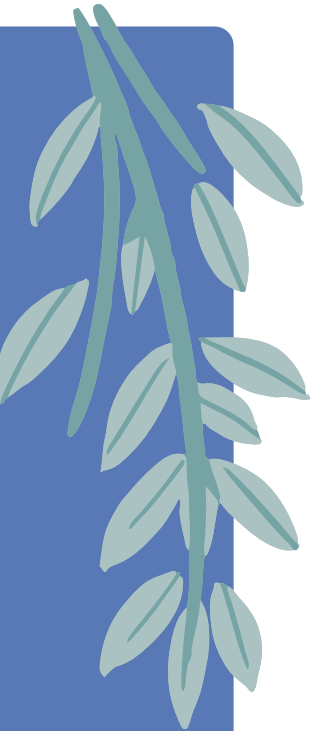
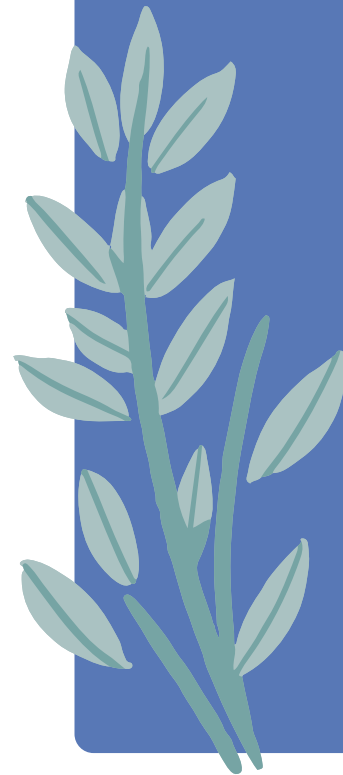
May I give myself the compassion I need.

May I love myself as I am.

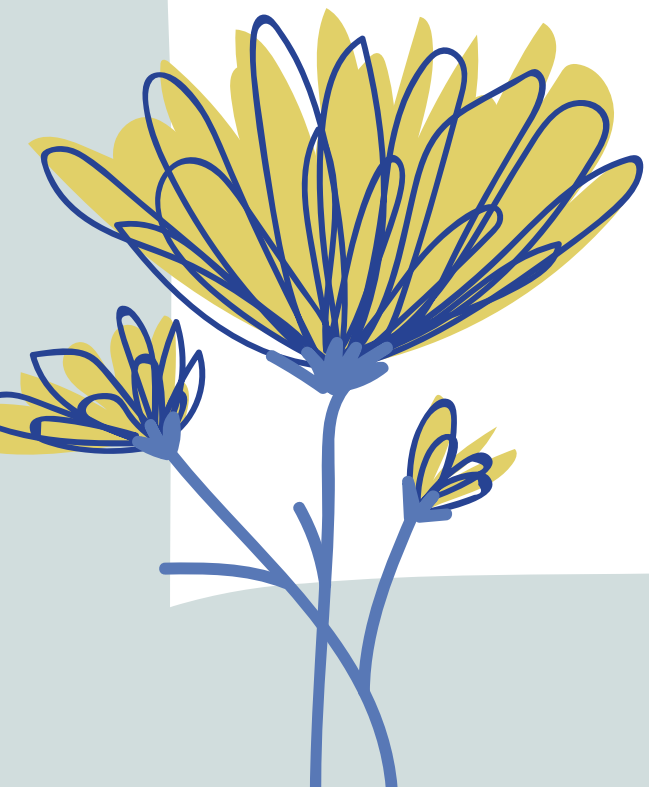
May I be truly happy.

May I be free of all fear.

May I be free of worries.



Peace is a  
*position of power.*



*grow*

Protect your peace by setting  
healthy boundaries.



# grow

Protect your peace by setting healthy boundaries.

## THE POWER OF A POSITIVE "NO"

A positive no helps you say "yes" to what counts, including your needs, values and priorities. The art of leadership is about saying "no" to get to the right "yes."

1. Start with a "yes" to what is important to you,
2. then to a clear neutral "no,"
3. end on a "yes" with a constructive positive proposal.





grow

Protect your peace by setting healthy boundaries.



### THINGS NOT TO DO LIST

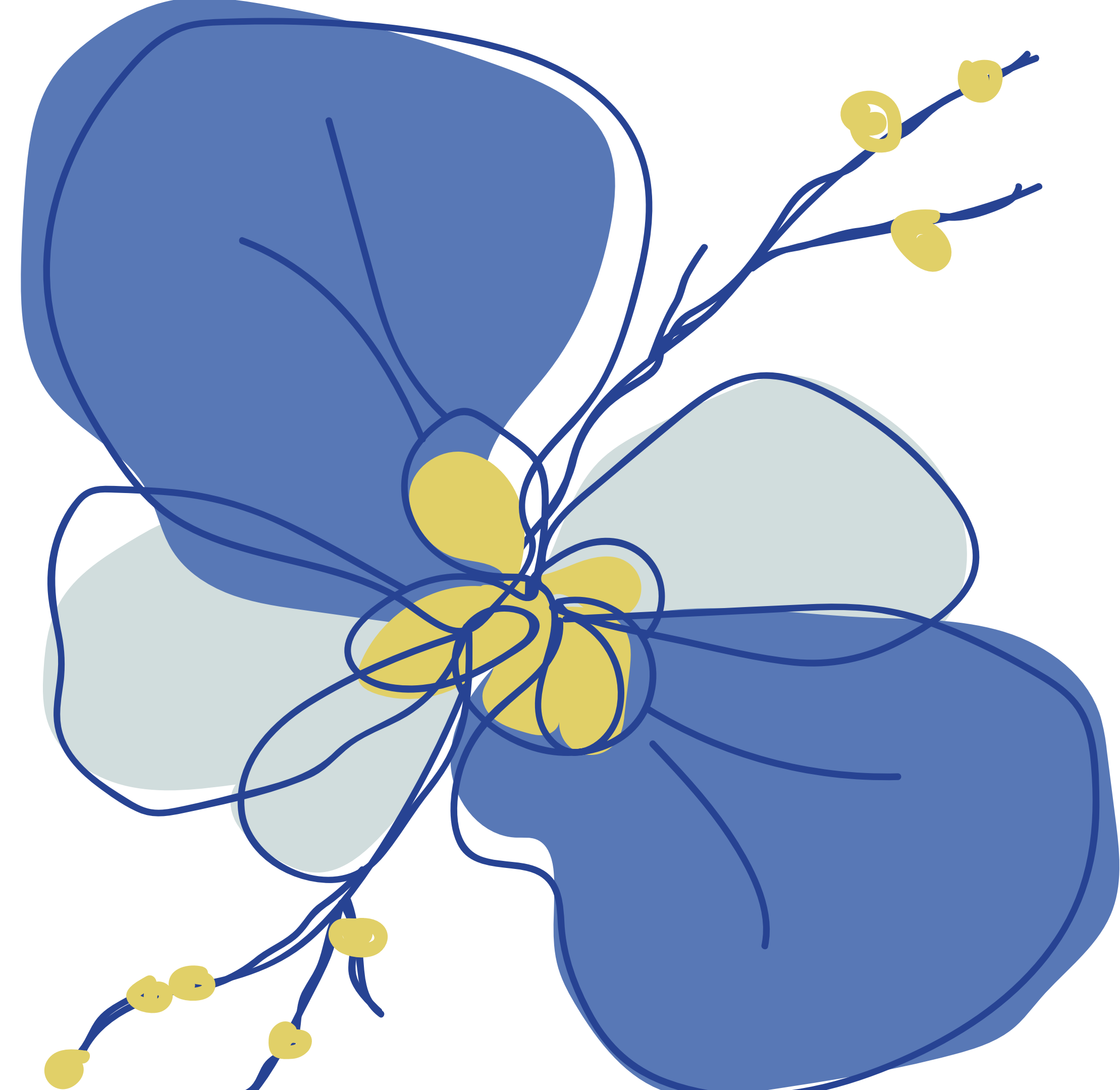
Give your attention only to things that you can change. Protect your "yesss." When you need help, ask for it. Establish limits and boundaries.

Other's responsibilities

Things I can't control

What's okay to be left undone

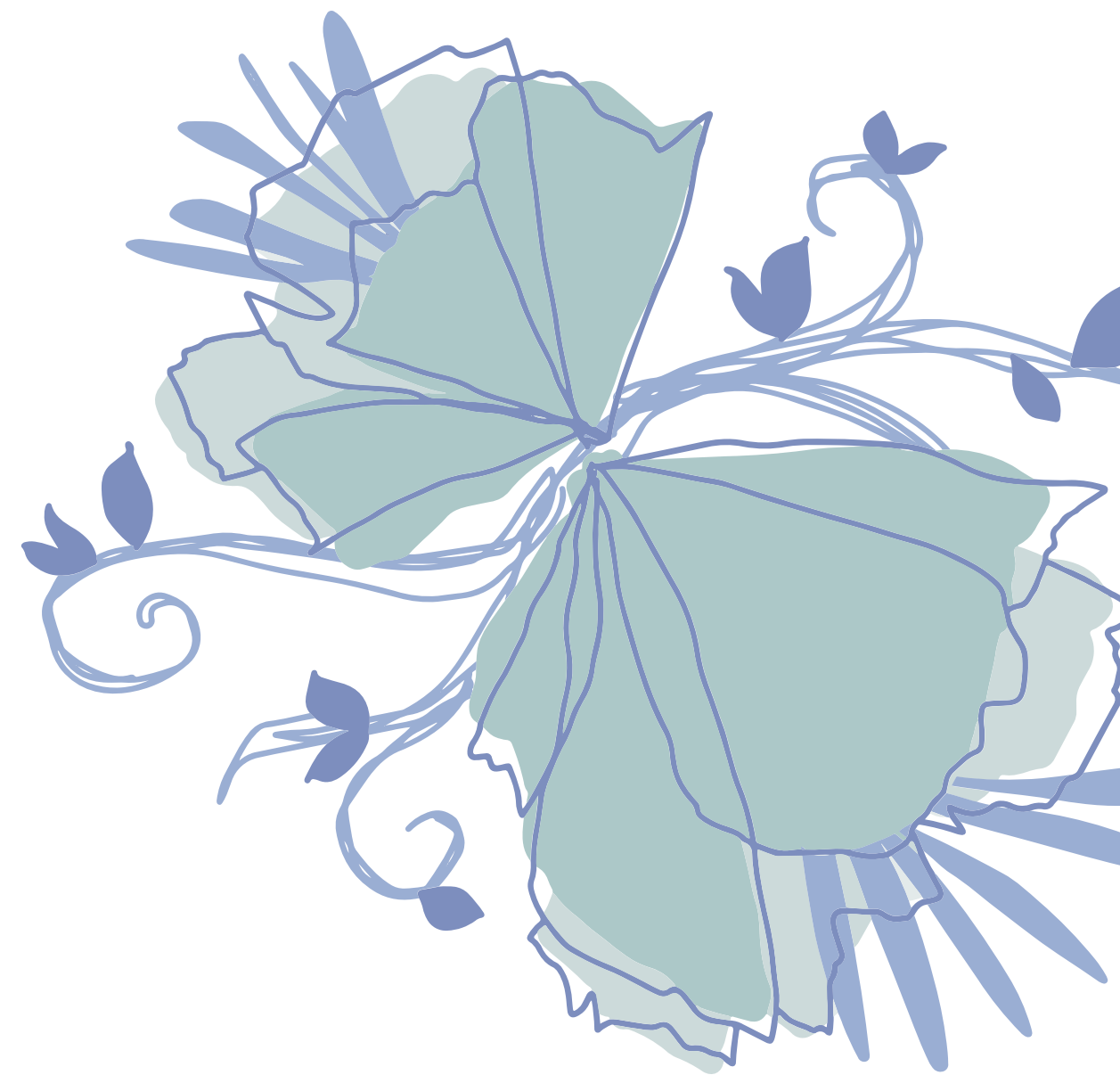
Things that drain me



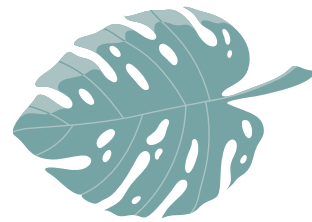
# Discussion

*Becoming a  
Heart-Centered  
Leader*

Healing & growth, hurt.



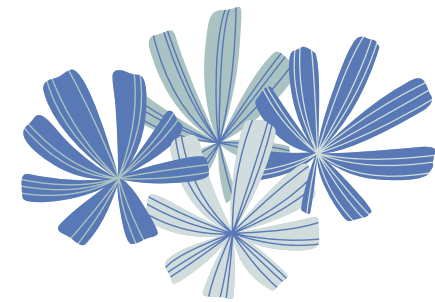
# Strategies to Becoming a Heart-Centered Leader



Rest.

Do the boat exercise regularly

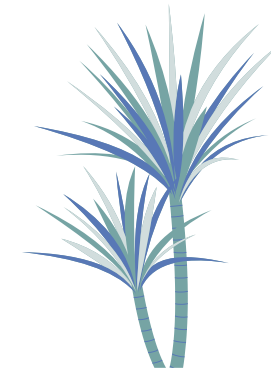
Practice the 10 Rest Strategies



Heal.

Practice riding emotions like a wave

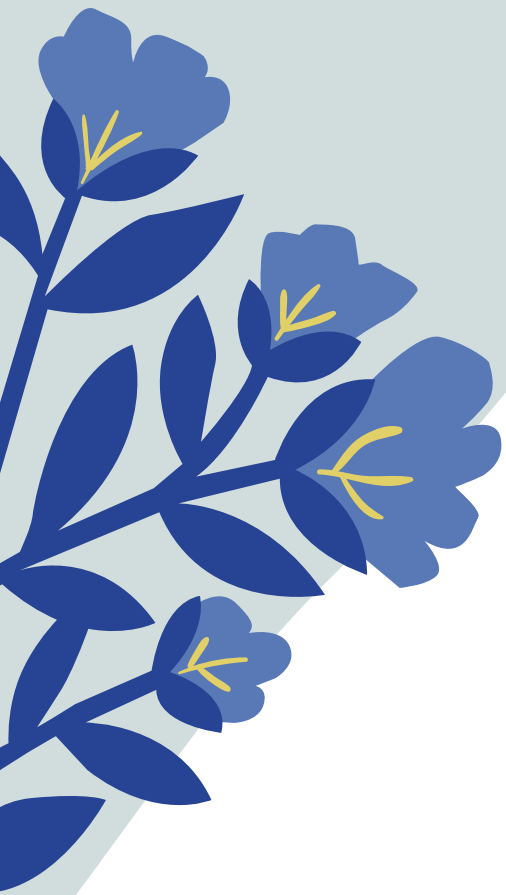
Practice loving kindness and self-compassion



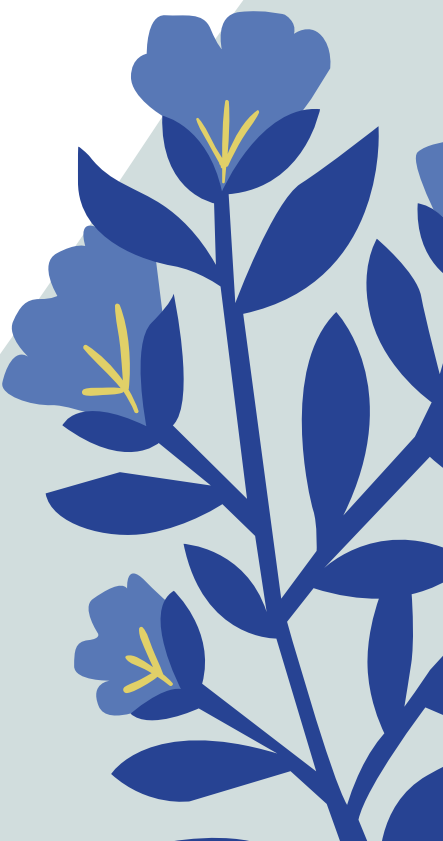
Grow.

Use Positive No

Use your things not to do list



May you be  
*strategic with your  
enterprise.*



Take a step back.

*Build a culture around  
emotional wellness.*





Create moments of connection

You are...  
*Resilient!*

Thanks for your help!  
*#SpreadKindness*

Revamp outreach efforts to be inclusive and innovative

**#Wellness Deck**

WELLNESS TOOLKIT

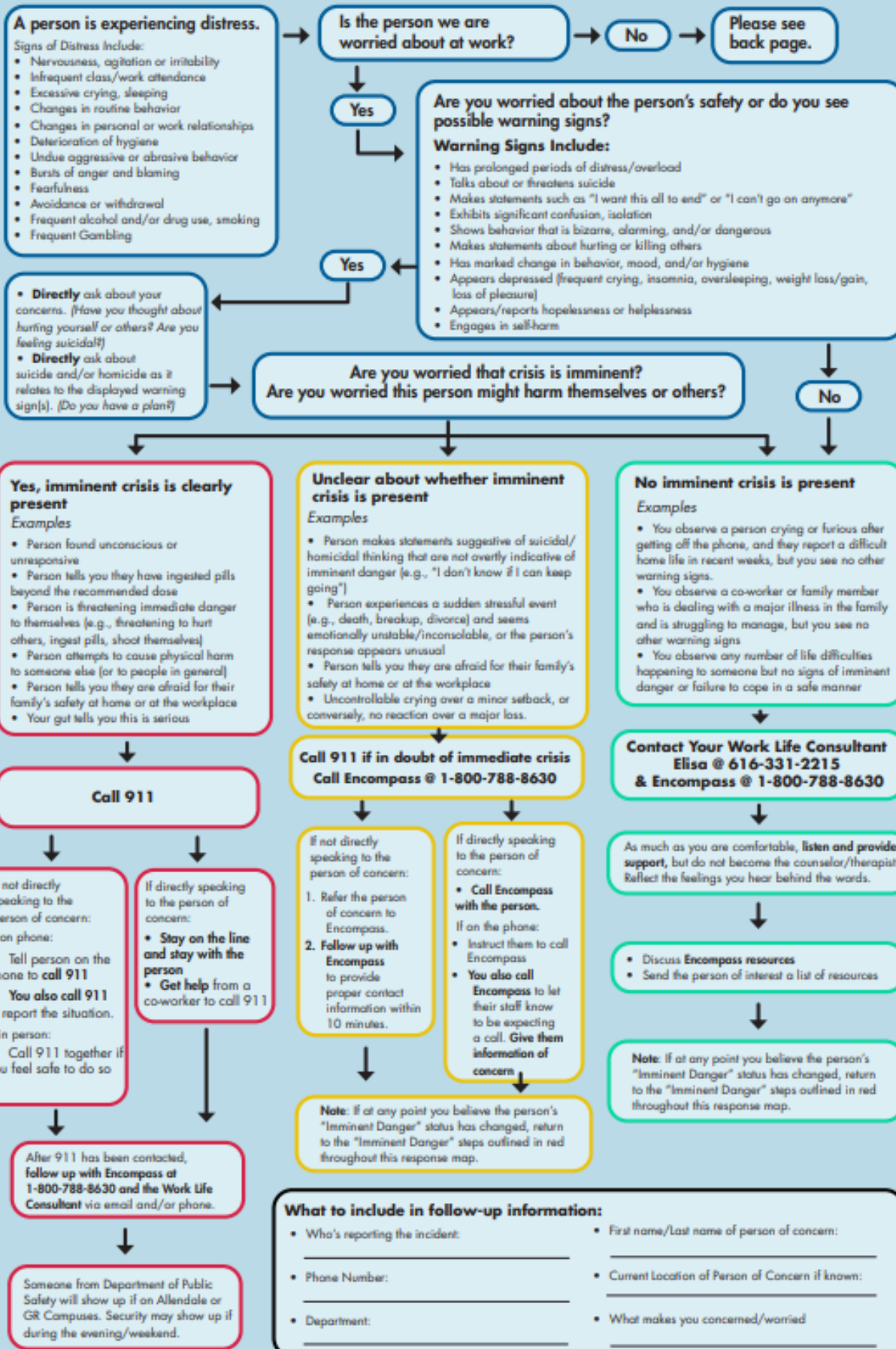
GRAND VALLEY STATE UNIVERSITY  
HUMAN RESOURCES

Cards to help with self care, communication, grief, and self compassion.



Empower employees with tools

You want to help. As a friend, HR professional, or colleague you may encounter people in distress. This information will help you know what to look for and recognize warning signs and take a course of action.



Respond to community needs.

# new parent BINGO



<p>Look up more info about the Parenting Networks on campus at:  <a href="http://gvsu.edu/hro/benefitswellness/parentingnetwork">gvsu.edu/hro/benefitswellness/parentingnetwork</a>        Time &amp; date of a group: _____</p>	<p><b>My Life Expert</b>        Look through My Life Expert, the Encompass EAP portal, at <a href="http://mylifeexpert.com">mylifeexpert.com</a>. Create a login with the code: <b>gvsuni</b>.        How many sessions do GVSU employees get? _____        What is the 24/7 number? _____</p>	<p>Set up an appointment with Work Life Consultant <b>Elisa Salazar, LMSW</b> to learn about resources and support.        ✉ <a href="mailto:salazael@gvsu.edu">salazael@gvsu.edu</a>        ☎ 1 (616) 331.2215        Initials: _____</p>	<p>Check out the Maternal Infant Health Program at:  <a href="http://spectrumhealth.org/healthier-communities/our-programs/maternal-infant-health-program">spectrumhealth.org/healthier-communities/our-programs/maternal-infant-health-program</a>        Watch <b>one</b> video: _____        Write down the phone number: _____</p>
<p>Look up more info about GVSU's Child Enrichment Center at:  <a href="http://gvsu.edu/child">gvsu.edu/child</a>        Write <b>one</b> fact about CEC: _____</p>	<p>Who can I call for help with breastfeeding?        Check out one of the following links:  <a href="http://babybelovedinc.com">babybelovedinc.com</a>  <a href="http://illgrandrapids.org">illgrandrapids.org</a>  <a href="http://mercyhealthsaintmarys.com">mercyhealthsaintmarys.com</a>  <a href="http://metrohealth.net">metrohealth.net</a>  <a href="http://spectrumhealth.org/breastfeeding">spectrumhealth.org/breastfeeding</a>  <a href="http://kentcountybreastfeeding.org">kentcountybreastfeeding.org</a>        Initials: _____</p>	<p>Review all of these sites and check the boxes:  <input type="checkbox"/> <a href="http://momsbloom.org">momsbloom.org</a>  <input type="checkbox"/> <a href="http://singlemothersbychoice.org">singlemothersbychoice.org</a>  <input type="checkbox"/> <a href="http://choicemoms.org/resources">choicemoms.org/resources</a>        Initials: _____</p>	<p>Find the nursing mother rooms near your workplace at:  <a href="http://gvsu.edu/hro/benefitswellness/rooms-for-nursing-172.htm">gvsu.edu/hro/benefitswellness/rooms-for-nursing-172.htm</a>        Initials: _____        Or review our Flexible Work Arrangements at:  <a href="http://gvsu.edu/fwa">gvsu.edu/fwa</a>        Initials: _____</p>
<p>Check out a breastfeeding support group:  <b>La Leche League 616.752.8300</b>  <b>Mercy Health 616.685.5602</b>  <b>Metro Hospital 616.252.7894</b>  <b>Spectrum Health Healthier Communities 616.391.5000</b>  <b>Strong Beginnings HUGS 616.391.8491</b>  <b>Clinical Santa Maria (Spanish) 616.685.8400</b>        Initials: _____</p>	<p>Sign up for a group exercise class:  <a href="http://gvsu.edu/hro/benefitswellness/fitness-facilities-classes-and-events-484.htm#fitnessclasses">gvsu.edu/hro/benefitswellness/fitness-facilities-classes-and-events-484.htm#fitnessclasses</a>        Write which one you are interested in: _____</p>	<p>Search for adoption support and resources at:  <a href="http://bethany.org/adoption">bethany.org/adoption</a>  <a href="http://dabsj.org/what-we-do/adoption">dabsj.org/what-we-do/adoption</a>  <a href="http://nacac.org">nacac.org</a>        Initials: _____</p>	<p>Postpartum-check out one of these sites:  <a href="http://spectrumhealth.org/postpartumdepression">spectrumhealth.org/postpartumdepression</a>  <a href="http://postpartumdads.org">postpartumdads.org</a>  <a href="http://ppdsupportpage.com">ppdsupportpage.com</a>  <a href="http://mededppd.org">mededppd.org</a>        Write <b>one</b> helpful tip: _____</p>
<p>Request Priority Health educational videos regarding c-sections and childbirth.  <b>Contact Christine Adams, GVSU's designated Care Manager.</b>        ✉ <a href="mailto:christine.a@priorityhealth.com">christine.a@priorityhealth.com</a>        ☎ 1 (616) 464.8910        Initials: _____</p>	<p>Request <b>FREE</b> parenting resources from Encompass at: <b>1 (800) 788.8630</b>        Check which resource you requested:        What to Expect the First Year; What to Expect the Toddler Years; The Adoption Resource Book; Teen Tips; Kid Tips; The Pocket Parent; Potty Power DVD; You don't have to let your baby cry CD (Available in Spanish)        Initials: _____</p>	<p>Prefer pamphlets? Initial here to have some sent to you: _____        Have a question for the Work Life Consultant? Receive a call by writing contact information here: _____</p>	<p>Find a foster parent support group in your area at:  <a href="http://fcnp.org/support-group">fcnp.org/support-group</a>        Write <b>one</b> near you: _____</p>

# Presentation List

## Embrace Strategies for Leadership & Wellness

### Becoming a Heart-Centered Leader

In this program, participants will walk through a reflection exercise to become more aware of their own needs for their wellness and leadership. The focus will be on three core leadership lessons: rest, healing, and growth. Participants can expect to walk away with tangible skills to cultivate their emotional wellness in an effort to become a heart-centered leader.

### Emotional Strength Training

#### Growing and building emotional muscle as a change management strategy and to foster resiliency

We understand the importance of physical conditioning; what about emotional conditioning? How strong and resilient are we during stressful and trying times? How do we handle the constant pressure to perform in rapidly changing environments?

This training focuses on strengthening emotional well-being, which is accomplished by caring for ourselves. Much like a physical regimen, this experience intends to build emotional muscle through self-compassion and increased emotional agility. Be prepared to work through personal or work-related situations, and leave with a tangible process to approach situations in the future.

### Interpersonal Effectiveness

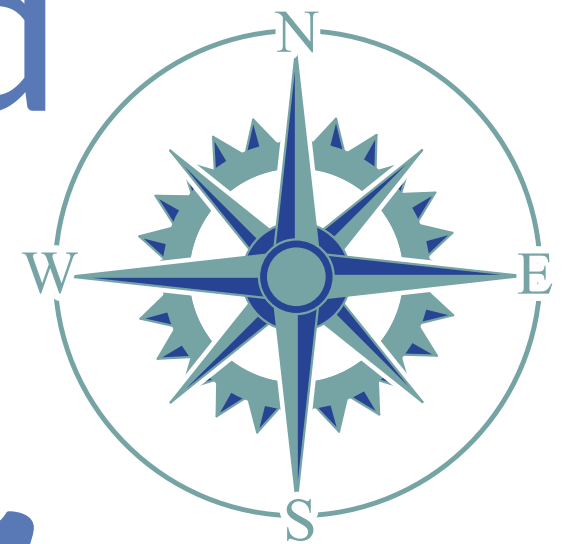
#### Be empowered by taking ownership of your role in communication

Need to have a difficult conversation, but don't know where to start? This training will develop tools to help communicate effectively and address barriers of effective communication. Participants will learn how to use mindfulness to manage emotions that can interfere during interpersonal communication, and how to validate and listen more effectively.

During the training, all participants will be able to use real life examples to practice using the skills they learned. They will work through a script that will help them hone in on their message.



May you move forward  
with a sense of  
*purpose and meaning.*





Thank you &  
be well.



Embrace Strategies, LLC