SSP Leadership Academy

“Change and Resilience”

Rob Rynders

- United Methodist Deacon
- Founder of 1703: A Faith Collaborative, Social Thread, and UMC LEAD
- Former campus minister, church planter, and local church pastor
- Author of *The Sacred Secular*
- Lives in Tucson, AZ
- Married to Melissa, dad to Colby and Zachary

Introduce yourselves!

Let’s Talk About Burnout

- Rob’s burnout story - avoid what he did
- Unhealthy and dangerous
- Turns you into a person you and others no longer recognize
- Signs:
  - Physical and emotional exhaustion
  - Cynicism about work (“take this job and shove it”)
  - Blaming yourself (“why can’t I handle this?”)

Source: “Burnout Isn’t Just Exhaustion. Here’s How to Deal With It.” - NPR

How to Handle Change (and avoid burnout)

- Know your “Why”
- Develop healthy habits and boundaries
- Develop, maintain, and improve technical skills
- Be Adaptable and Flexible
- Bring others with you
- Grit and Perseverance
- Journey With Others

Who Are You and What Are You Doing Here?

- Strengths, weaknesses, values, and why
- Find your home (Elizabeth Gilbert)
- *Let Your Life Speak* by Parker Palmer

Journal and discuss: What is your why? What is home for you?

Healthy Habits and Boundaries

- Recreation and relaxation - maximize and protect time off
- Work is for work time (so get it done)
- Compartmentalize work communication
- As a leader, your subordinates are not your friends or family
- Develop a solid circle of friends
- Find a good therapist (even if you don't think you need one)
- Exercise
- Spiritual and/or mindfulness
- Compounding interest and habits (*Atomic Habits* by James Clear)

Journal and discuss: What are your healthy habits? Where do you struggle?

Technical Skills

- Technological advances are exponential.
- Religious affiliation is in rapid decline because culture is changing so quickly.
- Burnout happens when we get stuck and can’t keep up with the pace of change.
- Leadership requires maintaining and growing technical and critical thinking skills
- The more tools and practice we have at solving complex problems, the less frustrated we will be.

Technical Skills cont.

- **What is your lifelong learning plan?**
- **How do you bring others along who are overwhelmed by or resistant to change?**
- *Leading Change* by John Kotter

Adaptability

- Success is not the norm, you will fail more than you succeed
- Fail, learn, repeat
- Learning and growth requires some pain, but not so much that you get wiped out.
- Ability to detach (or overcome) emotion from analyzing and learning from past failures and mistakes is key.
- Design Thinking - ask people about their problems and experiences, design prototypes and test, and try with a limited audience before launching (see Ideo and +Acumen for more).
- Sunk cost fallacy

Perseverance

- “The moral arc of the universe is long but it bends toward justice.” - MLK
- Grit (Angela Duckworth)
  - Growth Mindset - “The belief that the ability to learn is not fixed, that it can change with your effort.”
  - “Failure is not a permanent condition.”
- It’s a marathon, not a sprint
- Compounding pays off

Journal and discuss: Talk about a time that you wish you stuck with something? When has grit paid-off for you?

Journey With Others

- Leadership is hard. Really, really, really, hard.
- You need to be connected with (non workplace) peers who are facing similar challenges and understand what you are going through.
- Find mentors and coaches.

Questions?

rob@1703.faith
480-710-7008