



Thrive!

Unleash Your Transformative Resilience & Power

Vivian Blade, Inclusive Leadership & Resilience Expert
Consultant, Speaker, Author, Executive Coach

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Building Leaders • Developing Excellence

UNIVERSITY OF LOUISVILLE
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CSP

Top 100 HR Influencer 2021

GGG UNLEASHED

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My WHY

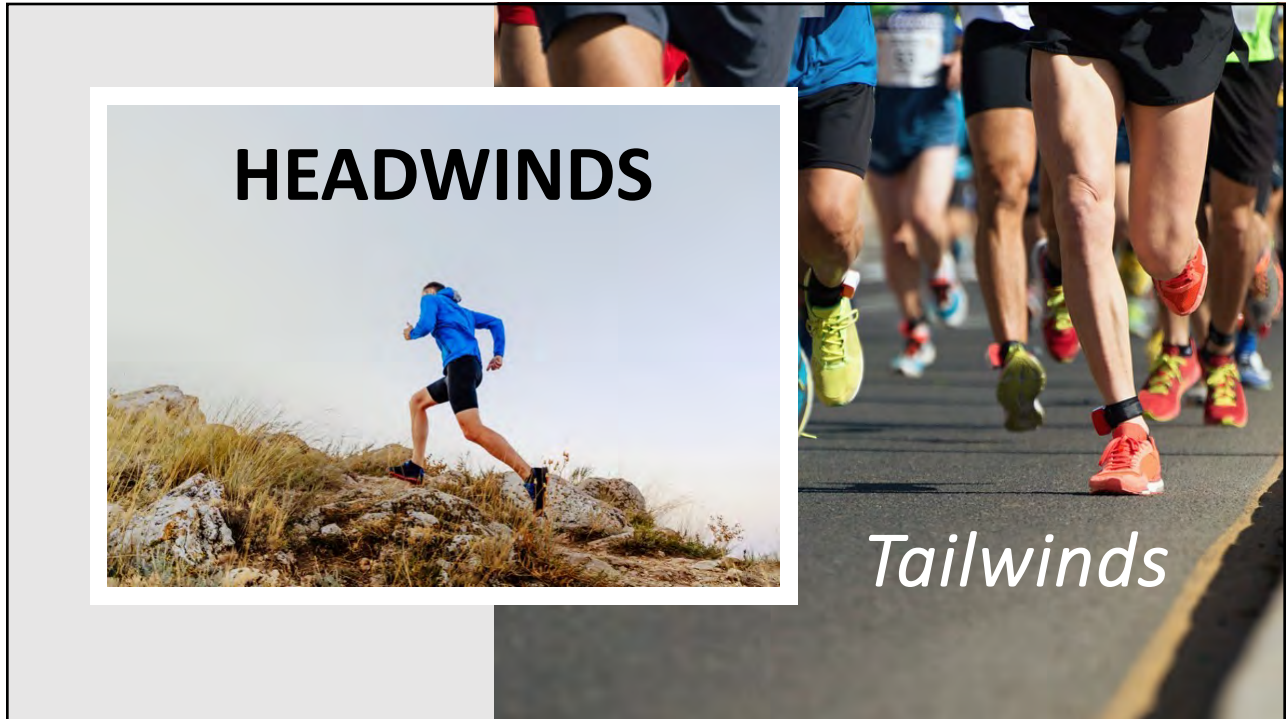
Partner with organizations in transforming their leadership capabilities and culture readiness for the Future of Work, empowering them to **thrive** in a constantly changing, uncertain, and complex environment.



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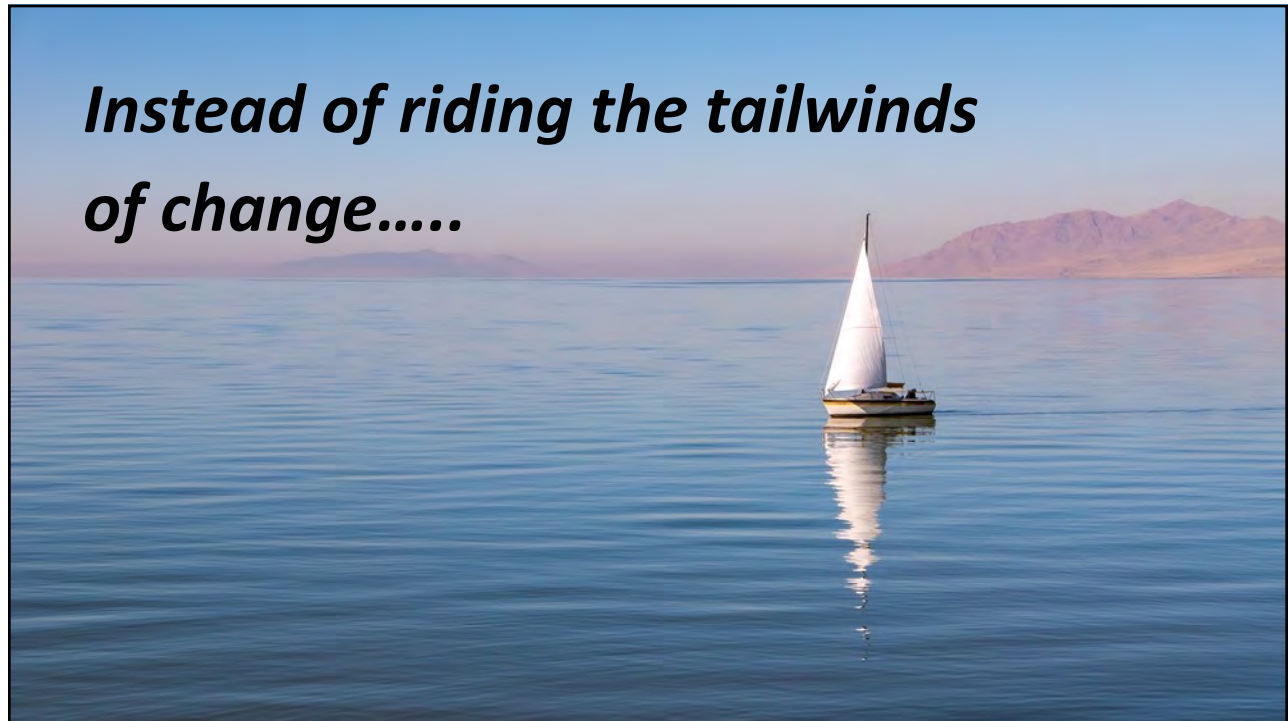
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***Instead of riding the tailwinds
of change.....***

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***...Drive the winds toward the
future you want to create!***

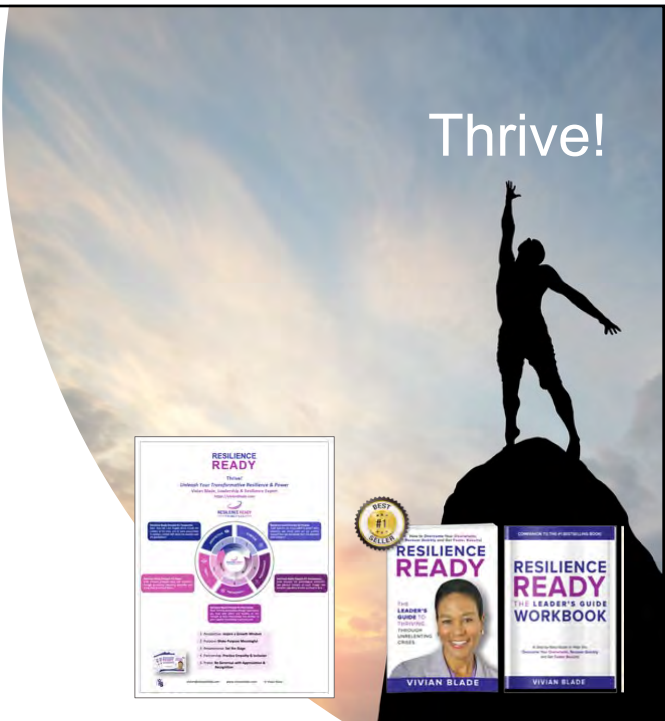
**Live Your
Best Life!**



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Today's Outcomes

- Strengthen confidence to navigate an environment of ongoing uncertainty, disruption, and change
- Power to Transform Your Future

Thrive!






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360° Disruption Creates Enterprise Vulnerability




01 The Work
85% of jobs would not have existed in 2020¹

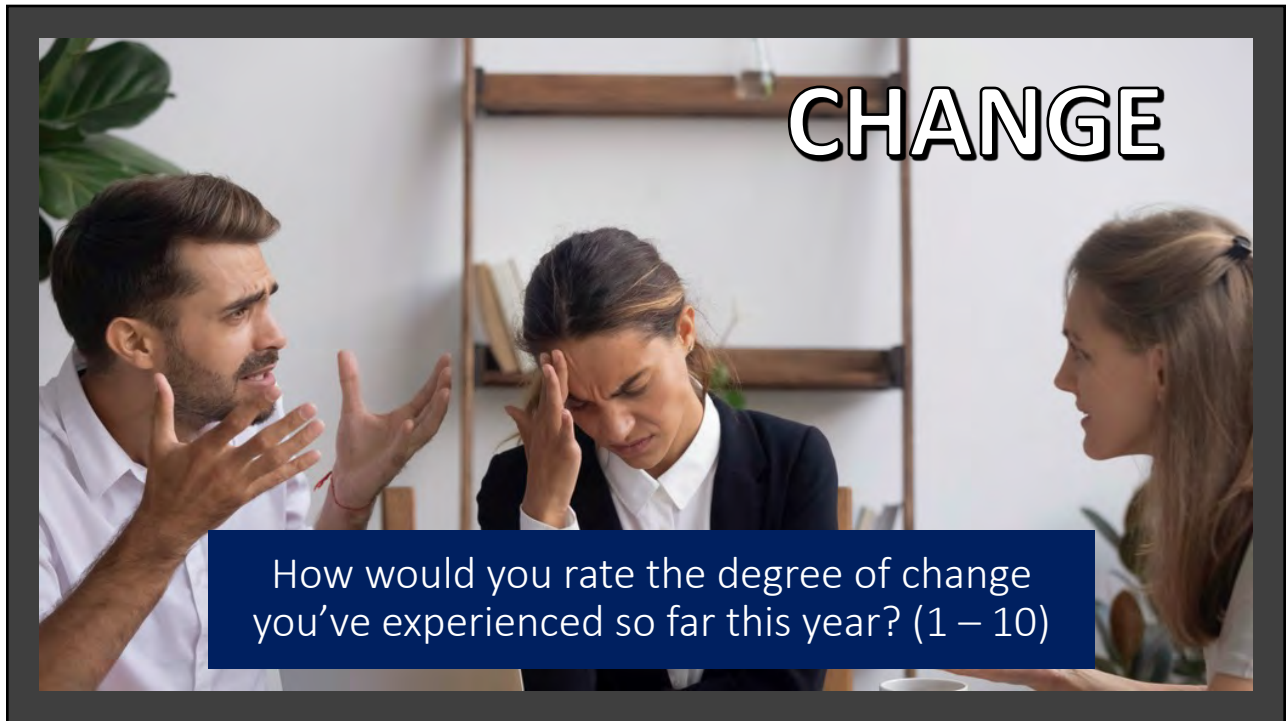
02 How Work Gets Done
\$15.7 Trillion AI projected to contribute to global economy by 2030²

03 The Workplace
74% of U.S. companies are or plan to implement a permanent hybrid work model³

¹ Institute for the Future | ² PwC | ³ 30 Essential Hybrid Work Statistics, Zippia



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What keeps employees up at night?

Aspects of Work that Fuel Burnout

- Workload or Overload
- Control or Autonomy
- Feedback; Rewards & Recognition
- Workplace Community
- Fairness
- Value or Meaning

Source: Christina Maslach, Psychology Professor Emerita, University of California, Berkeley
 "Putting Out the Fire", Susan Ladika, HR Magazine, Spring 2022

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Resilience



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Transformative Resilience & Power




ADAPTING

Resilience

*“Resilience is **believing** there’s a path forward, fully acknowledging that it might be bumpy, it might be rocky, it might be messy, but **we can get through it**. The outcome might not be perfect, but we’re going to be in a better spot. **Perfection is not the goal** because there is rarely a perfect decision in a crisis. Most importantly, **resilience is a conviction and belief that we can move forward.**”*

Tonya Jackson
Senior Vice President, Chief Supply Chain Officer
Lexmark International



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Resilience Ready p. 53

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Future REady

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Resilience Ready Teams...

Rally around a meaningful **Purpose** with a positive, “we can do this together” **Perspective**.

Pull together in a trusted, diverse and inclusive **Partnership** to **Persevere** against all odds.

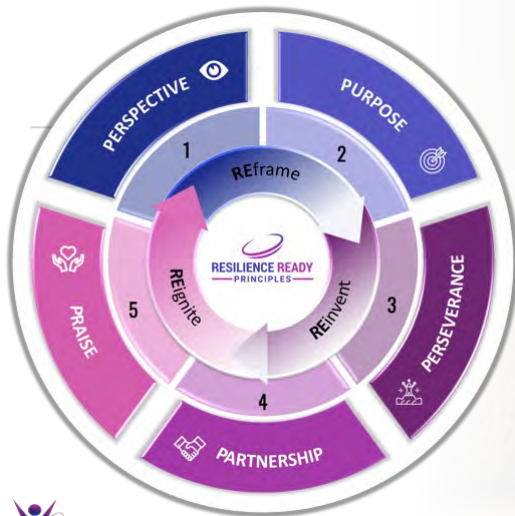
Praise generously, recognizing the individual and collective effort given and progress made.



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Unleash Your Transformative Resilience & Power



Equipped to Thrive!

1. Perspective: **Inspire a Growth Mindset**
2. Purpose: **Make Purpose Meaningful**
3. Perseverance: **Set the Stage**
4. Partnership: **Practice Empathy & Inclusion**
5. Praise: **Be Generous with Appreciation & Recognition**



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 <p>Consider This</p>	 <p>Rapid Start Activity</p>	 <p>Deepen Your Readiness</p>
 <p>Inspiring Team Resilience</p>	<h1>Resilience Ready Application Activities</h1> 	
 <p>Deepen Team Readiness</p>		

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*You don't get to pick your pain. It's **how** you deal with it.*
Patricia Hall

*"In the face of an impossible task, draw on all the resources you have and **believe** that you can overcome whatever obstacle is facing you."*
Bob Hall

Resilience Ready Principle #1: Perspective

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Reflect Release Reframe

What are the negative stories and thoughts that are preventing you from thriving?

What are the positive stories and thoughts that empower you?



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#1. Inspire a Growth Mindset



Perspective

Resilience Ready Workbook p. 23 [adapted]

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Based on the Work of Marilee Adams, Ph.D. and Inquiry Institute



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Judger Mindset is Part of Being Human

Judger is....


- Close-minded, critical, judgmental (to self & others)
- Blame and problem focused... closes possibilities
- Gets stronger with stress
- Neurologically hardwired and automatic
- Fear based; exists for our survival & protection
- A habit we can change



What message is Judger trying to communicate to you?

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Learner Mindset Requires Attention & Intention

Learner is....

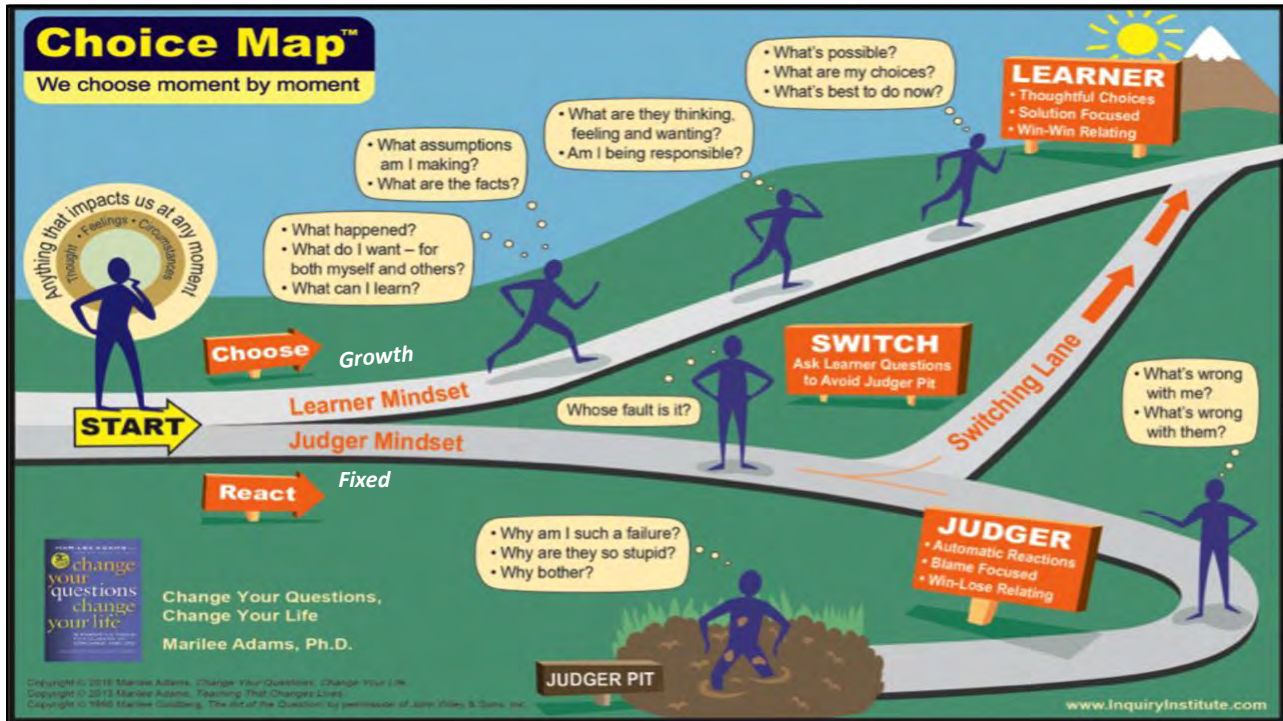
- Self-Aware and Reflective
- Open-minded and Curious – opens possibilities
- Flexible, willing to adapt and try something new
- Creative
- Connected
- Responsibility & Solution Focused



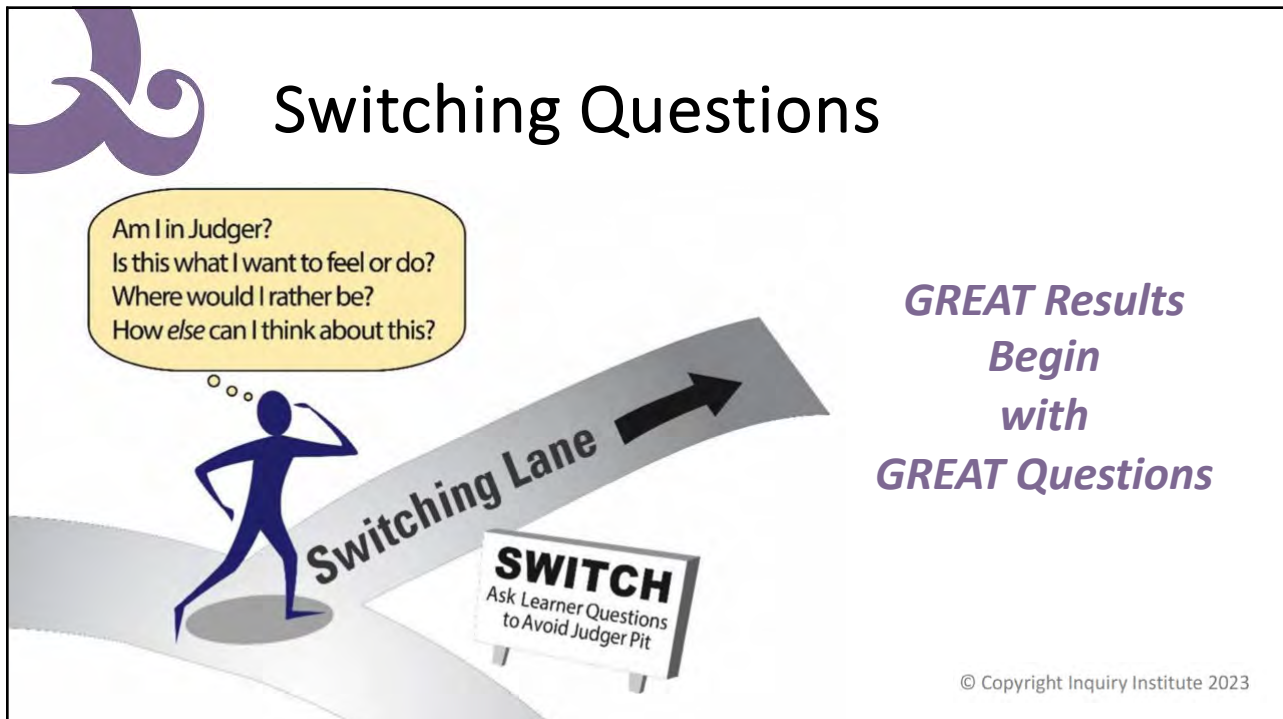
What message is Learner trying to communicate to you?

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Application Experience



The Choice Map™ A Powerful Tool for Coaching Success

Application Worksheet

- Think of a small situation with someone that is not working well—this could be professional or personal.

- What are your goals with this person and for the situation?

- Presuming that some Judger thinking is in the way—what Judger questions are you asking yourself about the other person, yourself, or the situation?
 - Give yourself a gold star for noticing Judger non-judgmentally!

- What Switching question(s) could help you move up to the Learner path and into new possibilities (or somatic practice)?

- What new Learner questions could you experiment with that might make a difference?

The Choice Map™ is from *Change Your Questions, Change Your Life: 12 Powerful Tools for Leadership Coaching and Results* by Marilee Adams, Ph.D. Berrett-Koehler Publishers, San Francisco, 2022.

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Reflect Release REframe



Perspective

Resilience Ready Workbook p. 23 [adapted]



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Holistic Wellbeing

What are some practices you use to foster greater wellbeing across these areas?

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Wellbeing Resources

The American Institute of Stress
Stress.org

**WellNOW
CONNECT**

**The Premier
Wellness Community
Directory**

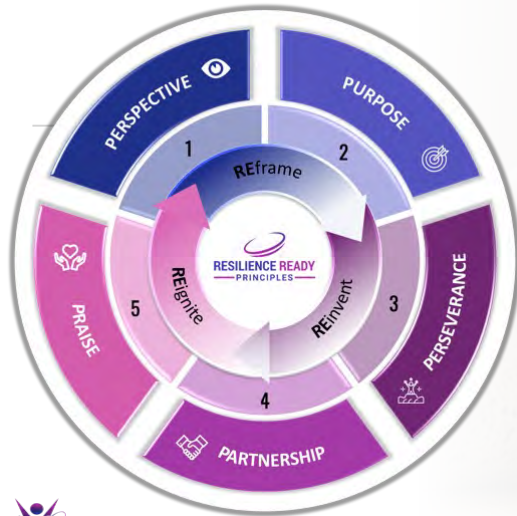
wellnowconnect.com

PASSIONIST
**EARTH & SPIRIT
CENTER**

earthandspiritcenter.org

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Your Next Steps




- ✓ Access the resources
- ✓ Choose a starting point
- ✓ **Perspective** - Regularly revisit positive stories that empower progress forward. Shift from Judger to Learner Mindset.
- ✓ **Perseverance** – Identify one area of holistic wellbeing for personal development. Connect with team members to understand and support their priorities.
- ✓ Mastermind with other professionals
- ✓ Engage a Coach


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Team Resilience Skill Building Resources




Resilience Ready Books & Influence Books



available at  




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Or go to


<https://talk.ac/vivianblade>

and enter this code when prompted

YPAL

Powered By 


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My Commitment to Action

- What one action will you take as a result of today's experience?



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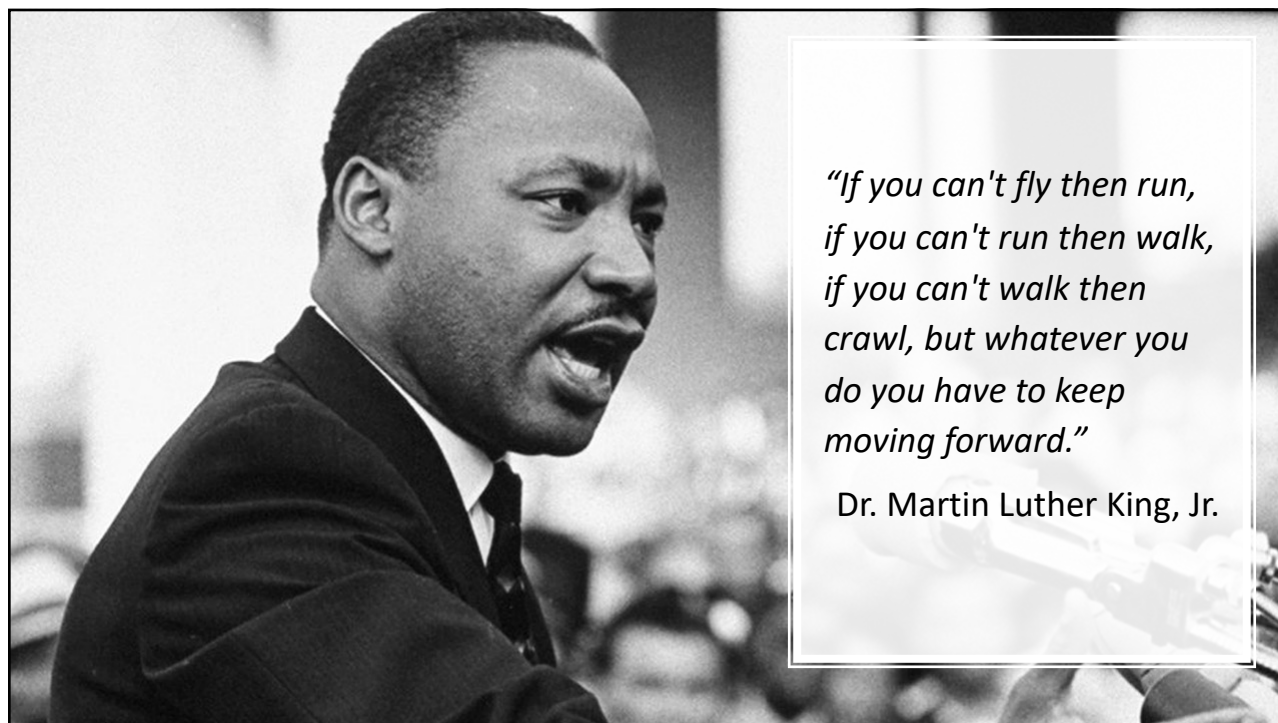
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...Drive the winds toward the future you want to create!

Live Your Best Life!

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Vivian Blade MBA, MBB, PMP
Leadership & Resilience Expert

Access today's resources: Scan this QR code

 vivian@vivianblade.com

 <https://calendly.com/vivian-blade>

 502-419-2433

Free Resources:

 <https://vivianblade.com>

<https://ResilienceReady.Today>

<https://InfluenceWithScale.com>







available at  

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