

# Shining Through: Building Capacity and Wellness in the Light of Leadership

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# Agenda

Empowerment Through Leadership and Holistic Wellness

Essence of Effective Leadership

Overcoming Challenges and Building Resilience

Self-Care and Self-Compassion

Connecting Leadership and Personal Well-being

Final Takeaways



# Empowerment Through Leadership and Holistic Wellness



- **Cultivate Authentic Leadership** by embracing unique strengths and values, leading with authenticity, and inspiring others to do the same.
- **Foster Emotional Intelligence** through self-awareness and empathy-building exercises, by developing the emotional intelligence necessary for effective leadership and meaningful connections with others.
- **Promote Work-Life Balance** by integrating holistic wellness practices into our daily lives, learning to manage stress in a healthy way, enhancing resilience, and achieving a sustainable work-life balance.
- **Enhance Personal Growth** through continuous self-reflection and growth mindset cultivation.
- **Build Supportive Communities** by fostering supportive communities within our organizations and beyond, where individuals can thrive personally and professionally.

# Essence of Effective Leadership



Can you recall a specific leader who has had a significant impact on you, positively or negatively? What were the key characteristics or actions of that leader that influenced your perception of their effectiveness?



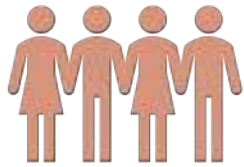
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# Effective Leadership Qualities



Ability to Influence  
Others



Transparency—to an  
Extent



Encourage Risk-  
Taking and Innovation

# Effective Leadership Qualities

Integrity and  
Accountability

Act Decisively

Demonstrate  
Resilience

# Overcoming Challenges and Building Resilience



Think about a time when you faced a significant challenge or setback. How did you respond to it, and what strategies did you employ to overcome it?





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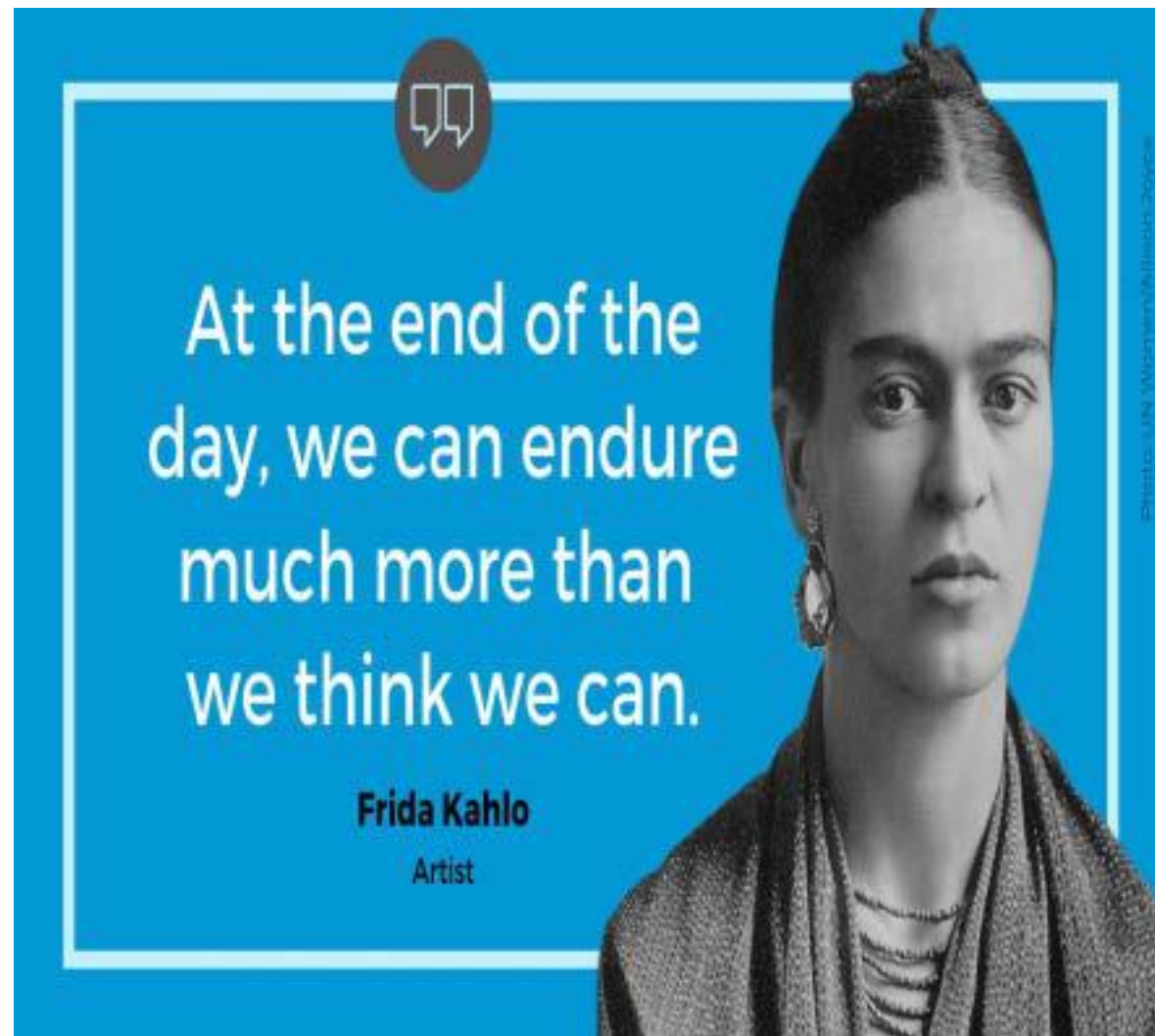


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# Building Resilience as Leader

- Resilience refers to the ability to bounce back from adversity, adapt to change, and thrive despite challenges.
- Women leaders may encounter gender biases, imposter syndrome, work-life balance struggles, and other obstacles that require resilience to overcome.
- Recognizing and validating women leaders' experiences of adversity is essential for fostering resilience and empowerment.

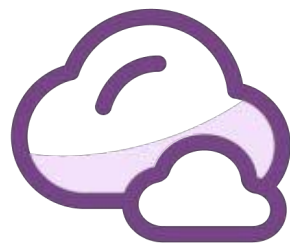


# Components of Resilience for Women Leaders

- **Emotional Resilience:** Developing emotional intelligence, self-awareness, and coping strategies to manage stress, setbacks, and difficult emotions.
- **Cognitive Resilience:** Cultivating a growth mindset, reframing challenges as opportunities for learning and growth, and challenging self-limiting beliefs.
- **Social Resilience:** Building strong support networks, seeking mentorship and sponsorship, and advocating for inclusive and supportive work environments.



# Self-Care and Self-Compassion



As a woman leader, how do societal expectations and gender norms impact your approach to self-care? What strategies have you found effective in prioritizing your well-being while navigating gender-specific challenges in leadership roles?



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# Self-Compassion and Self-Care in Leadership

- **Self-Compassion** is the practice of treating yourself with kindness, understanding, and acceptance, especially in times of suffering or failure.
- **Self-Care** is the practice of taking care of your physical, mental, and emotional health. It involves making choices that promote your well-being and reduce stress.



# Self-Care and Self-Compassion in Leadership

- **Plan and refine:** Decide in advance what you can/can't or will/won't do. Establish a work schedule that includes travel and non-travel days. Define the division of household work and parenting responsibilities. Develop a schedule for home and work. Communicate, communicate, and communicate some more. Planning, boundary-setting and open communication with spouses, children, coworkers, etc., allows you to manage work and home life in a much more effective manner and reduces stress associated with urgent or unexpected issues because they occur less frequently.
- **Reset and re-engage:** Schedule 30 minutes each day to “reset.” Get out of the office, go for a walk, meditate, breathe, read, etc. Anything that allows an opportunity for your brain to relax and reset will help you feel more balanced and less stressed. It also helps you to be more productive and focused when you return to your work.
- **Get quiet and take care:** Find “me time” to care for yourself, by yourself. This includes eating right, exercising, and pampering yourself. Otherwise, you will fail to be present and ultimately be ineffective at work and at home. Spending time alone allows for reflection, reprioritization, and recovery, which sparks creativity and innovation.
- **Be courageous:** Do not be afraid to take calculated risks when there are improvements to be made. If you fail, assess the failure, learn, recover quickly, and plan for success the next time around. The type of education we get from failure is priceless; it keeps us humble and allows us to relate to others.
- **Know your limits, and ask for help:** At work, leverage your team. This gives them an opportunity to grow, and provides you with an opportunity to take on more. Set the strategy, provide guidance, and let them execute. At home, outsource things that you do not need to do yourself. If you cannot outsource it, you *must* let some things go to spend time with family and friends.

# Connecting Leadership and Personal Well-being

- By prioritizing personal well-being, women leaders can enhance effectiveness, resilience, and fulfillment in leadership roles.
- Investing in supportive environments, self-care practices, and advocacy efforts can empower women leaders to thrive personally and professionally, inspiring positive change and creating more inclusive workplaces.





# The Impact of Personal Well-being on Leadership Effectiveness

Personal well-being is not a luxury but a necessity for effective leadership, especially for women leaders navigating complex environments.



Prioritizing self-care, mindfulness, and emotional intelligence enhances women leaders' resilience, decision-making, and interpersonal skills.



Women leaders who prioritize their well-being are better equipped to inspire and empower others, foster inclusive cultures, and drive positive change.



# Final Takeaways

- Be Curious
- Lead by Example
- Create a Safe Space



# Resource List

<https://online.hbs.edu/blog/post/characteristics-of-an-effective-leader>

<https://www.hfma.org/leadership/leadership-professional-development/57693/>

<https://www.forbes.com/sites/forbescoachescouncil/2024/03/06/the-rise-of-feminine-leadership-redefining-how-we-succeed-and-lead/?sh=7be858f42795>

<https://www.forbes.com/sites/forbescoachescouncil/2023/06/21/redefining-resilience-for-women-leaders/?sh=71697ac02fc0>



# Thank You!



Let's Connect!



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