

Key Take-Aways

Leadership During Difficult Times – Thriving Under Pressure in Lake Forest & Lake Bluff

January 27, 2010

Event Host: Lake Forest ICAN Group

Topic: Leadership During Difficult Times

This was a one-day workshop for managers and staff from municipal, public, and not-for-profit organizations in The City of Lake Forest and Village of Lake Bluff who have similar professional challenges during stressful economic times. The purpose of this workshop focused on the themes of collaboration, understanding natural phases during change, the advantages of internal and external network, identifying your capacity for resiliency and individual self-reflection.

- People matter. It is important for you to listen to them for their inclusion as a part of the decision-making process.
- People are the most significant resource an organization has in place.
- It is important to share information to gain wider perspectives in problem solving.
- In team activities it is important to be accountable to each other in order to stay on course.
- For leaders it is critical to be clear and on point on what the organization needs and how you're getting there in order to achieve your objectives.
- In order to positively affect change it is important for people to move out of their silos and work collaboratively with others.
- It is important to get to know the talents and gifts of my co-workers, before a crisis arises. This will help in effectively addressing the issue at hand.
- People outside your organization can be an extremely useful resource in helping you succeed.
- Our reactions to stressful situations depend on the degree of control we believe we can exercise.
- Change may be perceived as a threat to our ability to accomplish our work objectives. It can also create a natural biological response.
 - Fight – I can win/accomplish this.
 - Flee – The safest way is to retreat.
 - Freeze – Don't move, talk or respond. Simply lay low and keep working.
- The paradox of being a resilient person is to everyday, do something you enjoy whether you want to or not. Take care of yourself.

Key Take-Aways

- Encouraging influence means that people feel their concerns and worries are understood and are being addressed.
- The primary purpose for listening is learning.

We want to thank the community sponsors for this event; The Chamm'd Foundation, City of Lake Forest, Gorton Community Center, Lake Bluff School District 65, Lake Forest College, Lake Forest Graduate School of Management, Lake Forest/Lake Bluff Ministries, Lake Forest School Districts 67 & 115 and LEAD.

Imagine... being able to positively affect change where people work collaboratively together.