

Resilient Manager's Toolkit: 6 Weeks to Better Work, Life and Relationships

Session One: *Resiliency as a Habit* with Drs. Cindi Baldi and Geoffrey Tumlin, October 5, Noon – 1 p.m.

Session Two: *Combatting Exhaustion* with Dr. Welela Tereffe, October 12, Noon – 1 p.m.

Session Three: *Social Support* with Dr. Amy Schmisser, October 19, Noon – 1 p.m.

Session Four: *Mental Strategies* with Therapist Maxine Trent, October 26, Noon – 1 p.m.

Session Five: *The Resilient Family* with Dr. Larry Allman, November 2, Noon – 1 p.m.

Session Six: *The Resilient Organization* with Nate Self, November 9, Noon – 1 p.m.

Session Five Overview: The Resilient Family



Larry Allman, PhD, ABPP, directed the Los Angeles Family Institute and the Hawaii Family Therapy Center. His undergraduate is from Clark University and his PhD is from Rutgers. He has been on the psychiatry faculties of UCLA and the University of Hawaii as well as on the psychology faculties at USC and the University of Hawaii. He served on the faculty of the psychiatry department at Tripler Army Hospital in Honolulu for twenty-five years. He works with families across the globe.



Cindi Baldi, PhD, MBA, MS, is the founder and CEO of management science firm Culsure and is the host of the *Management Muse* podcast. Her email is cbaldi@culsure.com.

Geoffrey Tumlin, PhD, MA, is the president of On-Demand Leadership, and is the author of *Stop Talking, Start Communicating*, published internationally by McGraw-Hill. His email is geoff@tumli.com.

Learning Objective One: Evaluate the main pitfalls that hobble resiliency in families

- ▶ Why Managers Care About Resiliency in Families
 1. Family struggles bleed into work performance for most people
 2. Problems at home impair focus at work
 3. Managers have families, too
- ▶ Main Pitfalls of Family Resiliency (adapted from Froma Walsh, 2012)
 1. Don't find meaning or growth in adversity; find the challenges unmanageable
 2. Have a pessimistic, fatalistic view of events
 3. Inflexibility; don't adapt to changing circumstances
 4. Unequal parental relationships; one spouse/partner dominates the other
 5. Arguments often escalate & go unrepaired; differences not respected
 6. Social and economic resources are not mobilized
 7. Poor, ambiguous communication
 8. Emotions not shared; no levity to lighten the challenges
 9. Inept troubleshooting and faulty, reactive decision making

Learning Objective Two: Exercise the five primary practices of resilient families

- ▶ Five Primary Practices (5 Cs) of Resilient Families:
 1. Connections: Connected to each other and a larger support/resource system
 2. Care for Self and Family: Proactive and smart about taking care of each other
 3. Confidence: Belief that we can get through this
 4. Commitment: Firm belief that the family matters
 5. Control: Take action to move through adversity
- ▶ 1234-1250: Four Ways to Boost Resilient Family Responses (adapted from Froma Walsh, 2012):
 1. See the family as a system; as a whole, not as individual parts
 2. View the adversity in context; we've been through things before; others struggle more
 3. See the potential for development and growth in adversity
 4. Remember families respond to adversity differently; key: are your solutions working?

Action Steps/Homework:

1. Start a running and story-based conversation about what's special about your family
2. Go to or do something unusual as a family in 2023

Further Reading:

1. Froma Walsh (2012), *Normal Family Processes*, 4th ed., pp. 399-427; New York: Guilford Press. Available here: https://www.researchgate.net/publication/10801193_Family_Resilience_A_Framework_for_Clinical_Practice
2. *Simple Truths*, by Kent Nerburn, San Francisco: New World Library, 2005.



Next Session: The Resilient Organization, with War Hero Nate Self, November 9, Noon – 1 p.m.

We want the places we work to bend and not break, but how do we increase the chances of that? Good news: our Session Six special guest has the answers. Join war hero and brilliant resiliency consultant Nate Self as he helps us build stronger and more resilient organizations.