Leaders in Conversation presents

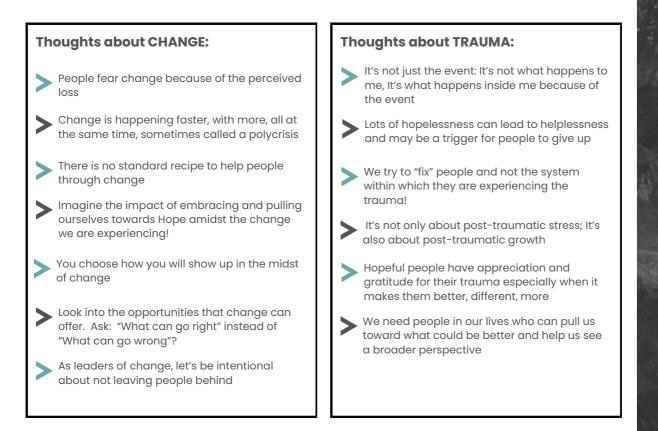
POST TRAUMATIC GROWTH: Leaders as Stewards of Change, Learning and Hope

In this episode of Leaders in Conversation, Crispin Swart (host) is joined by Rory van der Merwe (speaker), who talks about leadership trauma – the impact on the leaders, as well as everyone the leader influences.



QUOTES "LEADERS ARE DEALERS IN HOPE" SOME OF US ARE CREATING, WHILST SOME OF US ARE WAITING FOR SOMETHING TO HAPPEN Y Y Y MORMAL IS GONE, WE CAN'T GO BACK"

NUGGETS OF WISDOM







NUGGETS OF WISDOM

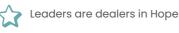
Thoughts about HOPE:

- We can proactively grab Hope. Hope is free! Hope is teachable. Hope is measurable. Hope is increase-able.
- The principle of the one-third: Adopt a problem-solving mindset rather than a problem-creating mindset.
- The Hope mindset actually sees what can be and what might yet be.
- As human beings we are motivated by what is working = success breeds more success.
- Hope leads to the courage to persevere and not give up.
- Hope is an intentional deliberate choice



- What does being a dealer in hope mean for you?
- In which ways can you influence your system to shift to being hopeful, trauma-informed, and change adaptable?
- Are you the kind of leader who people choose to stay with?

MESSAGE TO LEADERS



Leaders can influence the system

and get the results they deserve





We can influence one person at a time by being the leader people choose to stay with

Leaders create the reality by how they lead

Followers need and want from their leaders:

Thoughts about GOAL SETTING:

been achieved.

Often when we set goals we focus the gap, to

what is still to be done, and not on what has

Take small incremental steps (the gain).

Give yourself credit. Reaffirm that you are

further ter today than you were yesterday

you are making progress towards it

Think differently about gap and gain

You may not be where you want to be YET, but

- Care and compassion for them as a person
- Providing a truthful big picture perspective
- Trustworthiness
- Being a role model of Hope



Rory integrates and weaves his skills as psychologist, coach, project and change manager, facilitator, and entrepreneur to translate strategy into pragmatic delivery. Results-focused and oriented, he aligns individual, team and organisation contributions to improve business performance. Playing to his strengths, pioneering curiosity and passion for lifelong learning, he is the first AQ accredited coach and assessor in Adaptability on the African Continent.



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LiC: Post Traumatic Growth

