

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”

“THE CONCEPT OF  
WORK HAS  
FOREVER  
CHANGED”

“ SOME OF US ARE CREATING,  
WHILST SOME OF US ARE WAITING FOR  
SOMETHING TO HAPPEN ”

“NORMAL IS  
GONE, WE  
CAN'T GO  
BACK”

## NUGGETS OF WISDOM

### Thoughts about CHANGE:

- People fear change because of the perceived loss
- Change is happening faster, with more, all at the same time, sometimes called a polycrisis
- There is no standard recipe to help people through change
- Imagine the impact of embracing and pulling ourselves towards Hope amidst the change we are experiencing!
- You choose how you will show up in the midst of change
- Look into the opportunities that change can offer. Ask: “What can go right” instead of “What can go wrong”?
- As leaders of change, let's be intentional about not leaving people behind

### Thoughts about TRAUMA:

- It's not just the event: It's not what happens to me, It's what happens inside me because of the event
- Lots of hopelessness can lead to helplessness and may be a trigger for people to give up
- We try to “fix” people and not the system within which they are experiencing the trauma!
- It's not only about post-traumatic stress; It's also about post-traumatic growth
- Hopeful people have appreciation and gratitude for their trauma especially when it makes them better, different, more
- We need people in our lives who can pull us toward what could be better and help us see a broader perspective

## 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

### Thoughts about GOAL SETTING:

- Often when we set goals we focus the gap, to what is still to be done, and not on what has been achieved.
- Take small incremental steps (the gain).
- Give yourself credit. Reaffirm that you are further ter today than you were yesterday
- You may not be where you want to be YET, but you are making progress towards it
- Think differently about gap and gain



- 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 are dealers in Hope
- ★ Leaders can influence the system
- ★ Leaders create the reality by how they lead and get the results they deserve
- ★ We can influence one person at a time by being the leader people choose to stay with

- ★ Followers need and want from their leaders:
  - 🕒 Care and compassion for them as a person
  - 🕒 Providing a truthful big picture perspective
  - 🕒 Trustworthiness
  - 🕒 Being a role model of Hope



RORY VAN DER MERWE

*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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