The Power of Connecting

Steve Boilard and Paul Danczyk
Legislative Staff Management Institute Co-Directors

NCSL Capitol Forum
Sunday, December 10, 2018; 9:30 AM – 12:00 PM
Hotel Coronado Ballroom
Overview:

This interactive presentation focuses on the “Power of Connecting” through presence, range of feelings, and empathic stance. Emerging trends in the field of public-sector leadership go beyond what have historically been considered as soft skills, such as communication, networking, and motivation. This presentation dives deeper into these self-awareness characteristics that aid in connecting with others on a human scale.
With our time together, we will:

• Gain new insights on how we show up
• Recognize a range of feelings within ourselves and the importance of recognizing it in others
• Dive deeper into what it means to show empathy in professional settings
Connecting through...

- Presence
- Range of Feelings
- Empathic Stance
- Boundary Awareness
- Somatic Awareness
- Courage to Challenge

Adapted from the Hudson Institute for Coaching, Santa Barbara
Connecting through...

- Presence
- Range of Feelings
- Empathic Stance
- Boundary Awareness
- Somatic Awareness
- Courage to Challenge
Being present requires...

Removing static...ready for an exercise?
What is presence?

*Ability to connect authentically with the thoughts and feelings of others*

– Belle Linda Halpern and Kathy Lubar
And BEING in the moment!
Connecting through…

- Presence
- Range of Feelings
- Empathic Stance
- Boundary Awareness
- Somatic Awareness
- Courage to Challenge
Expected results under change

As framed by Dave Logan, CultureSync
The ‘J’ Curve

As framed by Dave Logan, CultureSync
Importance of range of feelings

• Going beyond Mad, Sad, Glad
• Recognizing where I am in the moment
• Recognizing how I impact others based on attitude
• Recognizing where the team is and acting
  • Role clarity
  • Vision clarity
Connecting through...

- Presence
- Range of Feelings
- Empathic Stance
- Boundary Awareness
- Somatic Awareness
- Courage to Challenge
What is empathy?

• Perspective taking
• Staying out of judgement
• Recognizing emotion in others
• Communicating understanding
• Not sympathy!

Theresa Wiseman
How to create an empathic stance

• Questions through curiosity
• Highs and lows of the day
• Active listening
  • Comprehending (creating shared meaning)
  • Retaining
  • Responding
Say what!?...

• Becoming more powerful makes you less empathetic. – Lou Solomon

• It’s harder to empathize with people if you’ve been in their shoes. – Rachel Ruttan, Mary Hunter-McDonnell, and Loran Nordgren

• The limits of empathy—it’s exhausting. – Adam Waytz
Great to be with you today!

Paul Danczyk, PhD
Director of Executive Education in Sacramento
USC Sol Price School of Public Policy
(916) 637-8988
danczyk@usc.edu

Steve Boilard, PhD
Executive Director, Center for California Studies
California State University
(916) 278-7695
steve.boilard@csus.edu
For a deeper dive...

• Brené Brown, *Rising Strong: How the ability to reset transforms the way we live, love, parent, and lead*. 2017