



Leading With Humility

Presented by the Supporting Organizational Sustainability (SOS) Institute
Thursday, September 5, 2024

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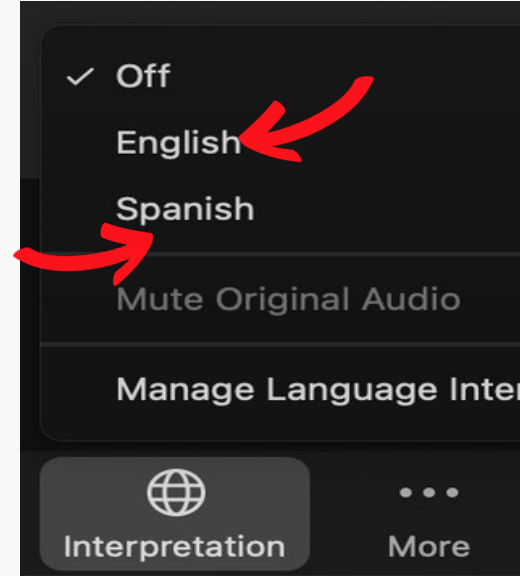
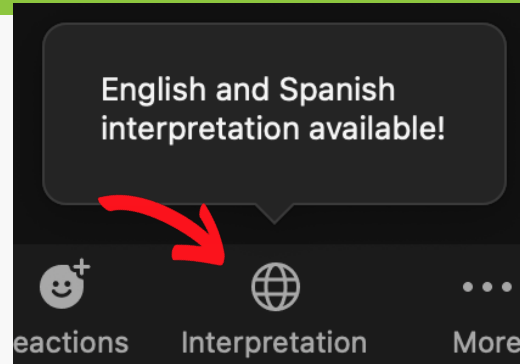


Welcome!

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LANGUAGE ACCESS

- This presentation will have simultaneous English/Spanish Interpretation.
- Find the globe icon at the bottom of your Zoom screen. If using Zoom app on phone, Look for the “more” option and “language interpretation”.
- Click the globe and select “English”.



¡Bienvenidos!

INFORMACIÓN DE ACCESO

- Esta presentación contará con interpretación simultánea inglés/español.
- **En computadora:** encuentre el icono del mundo debajo de pantalla
- **Por Android o iPhone,** busque la opción “...” o “más” “more”) “interpretación”.
- Seleccione “Spanish” (español).
- Seleccione “Mute original audio (Silenciar audio original)”

What is the SOS Institute?

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Goals:

Support the infrastructure and capacity building of gender-based violence organizations to grow leadership and maintain sustainability.

For:

OVW grantees & partner community-based organizations working on Domestic Violence, Dating Violence, Sexual Assault & Stalking.

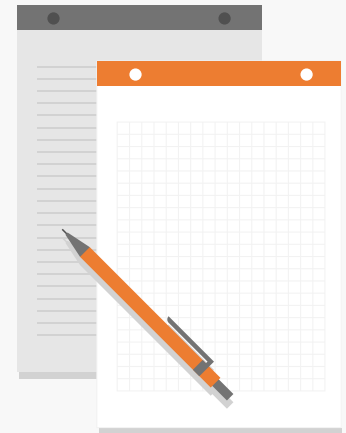
- ❖ Technical Assistance Support
- ❖ Resources and tools
- ❖ Leadership Cohort
- ❖ ACT In-person workshop
- ❖ Webinars, live & recorded
- ❖ Capacity Building



What do you need during today's session?

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- Water, coffee
- Have you eaten lunch/snacks?
- Stretch
- Paper, pen, or use a virtual workbook



Learning Objectives

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As a result of this webinar, participants will be better able to:

- Clarify the elements and characteristics of leading with humility
- Explore how organizations serving survivors of gender-based violence can benefit from leadership grounded in humility
- Apply strategies to foster a culture of collaboration, build trust, vulnerability, and empowerment.



Presenters



Virginia Duplessis
Associate Director, Health
Futures Without Violence



Zenebia Law
Senior Director of Community Services
Center for Women and Families

Please share in the chat

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What does leading with humility
mean to you?



What are the benefits of leading with humility?

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- Fosters collaboration
- Empowers team members
- Individual and organizational resiliency
- Staff well-being
- Shared leadership



Considerations for leaders from marginalized groups

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- Black, Indigenous, and People of Color
- People with disabilities
- Intergenerational older and young leaders
- New leadership role
- Others?



Strategies for leading with humility

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1. Center humility as a value
2. Create psychological safety
3. Embrace relationship building
4. Prioritize accountability & feedback



1. Center humility as a value

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"We aim to be mindful of our individual privileges and identities and how they may show up in our work. We acknowledge that we don't have all the answers; we communicate and seek feedback from others."

Humility

Team Value

National Health Initiative to Address Violence and Abuse, a project of Futures Without Violence



2. Create Psychological Safety

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- ✓ Inclusive environment
- ✓ Healthy dialogue
- ✓ Embrace productive conflict
- ✓ Concerns addressed with empathy
- ✓ Supportive innovative learning
- ✓ Collaborative culture



Practices for Fostering a Collaborative Culture

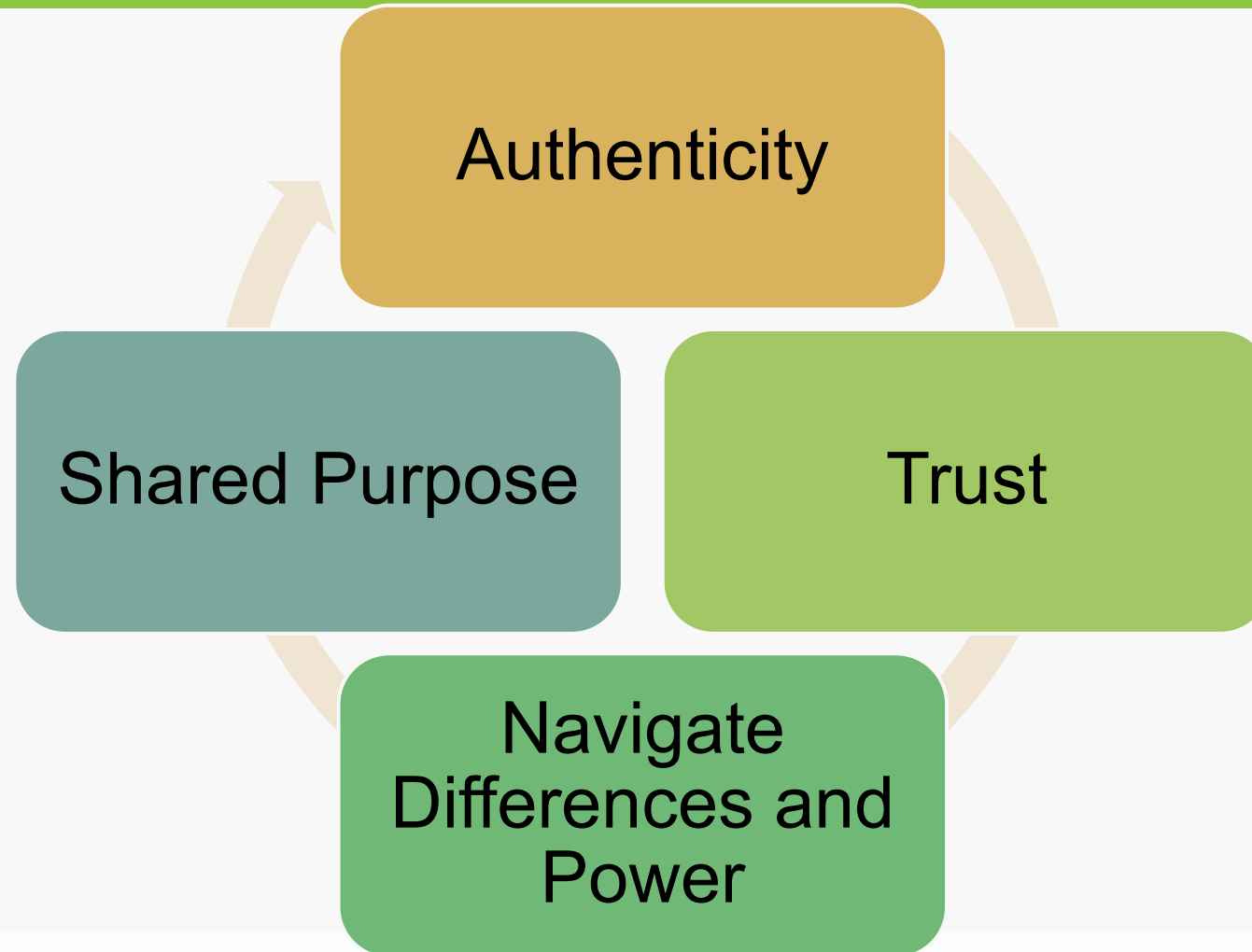
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- Team building activities
- Support staff well-being
- Balanced decision-making process
- Encourage transparent communication
- Provide spaces or tools for sharing ideas, feedback, and updates
- Practice structured One-on-One coaching meetings
- Others?



3. Embrace Relationship-Building

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4. Prioritize Accountability and Feedback

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Accountability

- Taking positive accountability
 - Ownership
 - Involvement
 - Engagement
- Take accountability for results you are not in control of
- Holding staff accountable requires leaders to be accountable

Feedback

- Seeking out and accepting feedback; acting on the feedback
- Multidirectional dialogue, one-one-one, among teams, across organization
- Recognizing perfectionism, challenging the ways it shows up in our interactions as leaders



Zoom Poll

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- What is your comfort level addressing and responding to mistakes made by the staff you supervise?
- What is your comfort level addressing and responding to mistakes you make?
- How do you initiate receiving feedback from staff?



Four Parts to Accountability

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SELF-
REFLECTION



APOLOGIZING



REPAIR



BEHAVIOR
CHANGE

[The Four Parts of Accountability: How to Give a Good Apology” by Mia Mingus](#)



Steps for Apologizing

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I am sorry

Name the hurt or harm

Name the impact

Take the responsibility by naming your actions

Commit to not doing the hurt or harm again

Adapted from: [The Four Parts of Accountability: How to Give a Good Apology](#) by Mia Mingus





Scenario Review

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Zenebia's Story



THE
CENTER
FOR
WOMEN
AND
FAMILIES

Accountability Practice

- Self-reflecting
- Apologizing
- Repairing
- Behavior change



Call out vs. Call in Culture

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According to human rights and reproductive justice activist Loretta J. Ross:

“Calling in is speaking up without tearing down. A call-in can happen publicly or privately, but its key feature is that it’s done with love. Instead of shaming someone who’s made a mistake, we can patiently ask questions to explore what was going on and why the speaker chose their harmful language.”



<https://www.learningforjustice.org/magazine/spring-2019/speaking-up-without-tearing-down>

Slide source: Eva Lessinger, Beyond Harm



BIPOC Leadership Support

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- Support one another
- Be present
- Set boundaries
- Promote empathy
- Take care of yourself

Others?



Tips for Leading with Humility

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Cultivate a climate in which people feel free to take initiative.



Give people discretion and autonomy over their tasks.



Don't second guess the decisions of those you have empowered.



Consider yourself a resource rather than the manager.



Help create a culture of trust and communication.



Group Chat and Q/A

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What is one item you plan to put into action from today's webinar?

Questions?



Next Webinars

Save the Dates!
Register

Courageous Conversations as a Catalyst for Generative Conflict, Courageous Leadership, and Greater Impact

[Register Here](#)

Date: October 23, 2024

Time: 11:00am PST/2:00pm EST

Presenter: Marquita James

**Managing Up and Across,
Strategies for Collaborating
with Peers and Supervisors**

[Register Here](#)

Date: November 13, 2024

Time: 11:00am PST/ 2:00pm EST

Presenter: Becky Schueller





Thank you! And Next Steps

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- ✓ Please provide feedback regarding today's webinar, submit any questions, and request a certificate of participation:
- ❖ Visit the SOS Institute web page, for webinars and resources
<https://www.futureswithoutviolence.org/organizational-leadership-training/supporting-organizational-sustainability-training/>

For information, resources, TA support, please contact us:

Email: learning@futureswithoutviolence.org

