

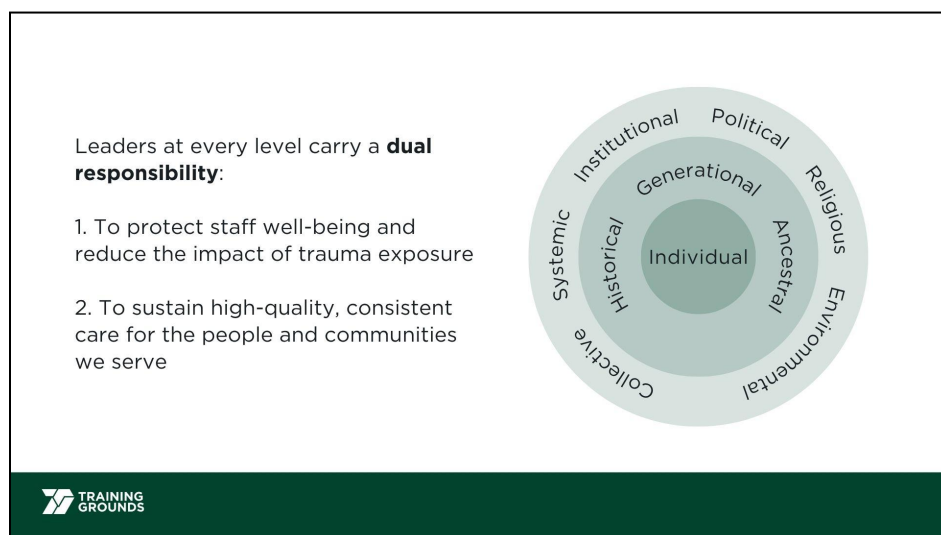
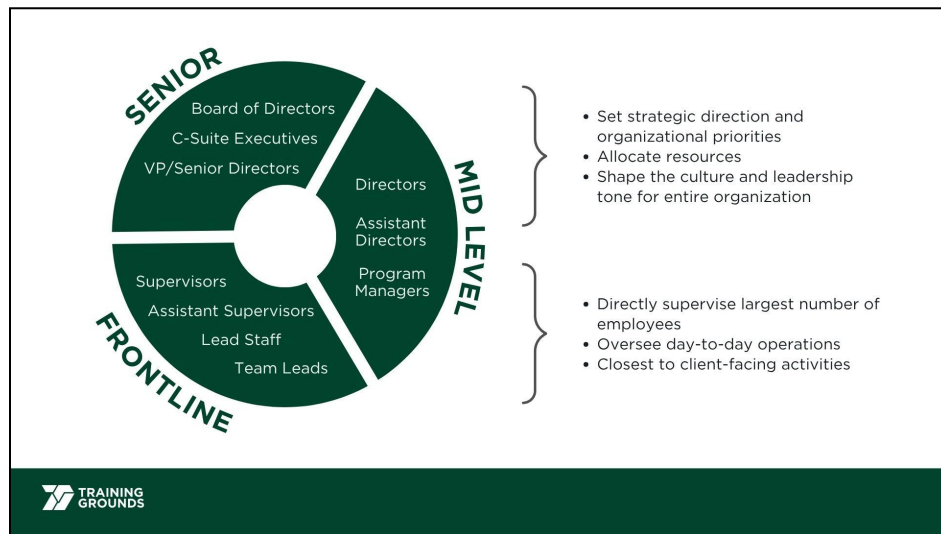
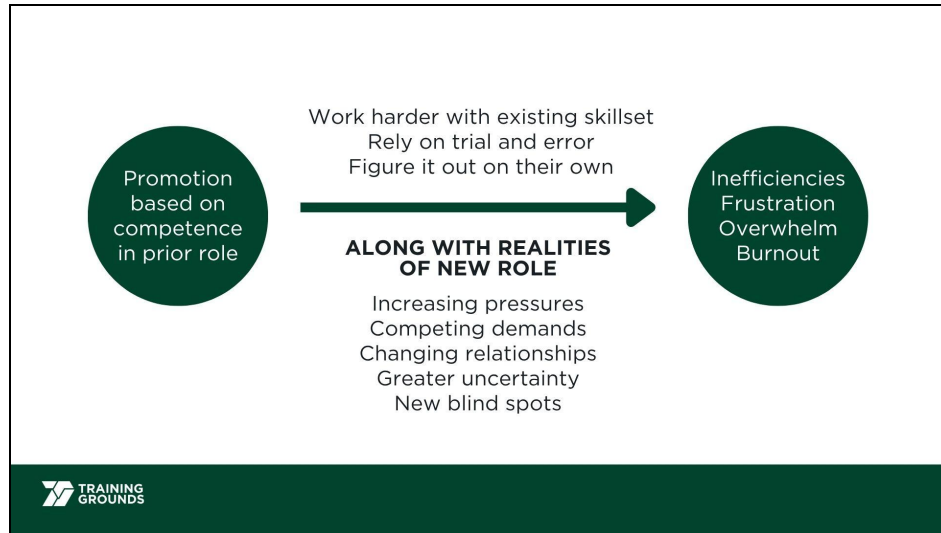
# **Building Leadership Capacity** Across Your Organization

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**How do we develop leaders from within**  
when the pace of the work moves faster  
than the structures meant to support them?





## Realities of Organizational Function and How Care is Experienced

Staff well-being and quality of care rise and fall together

Client experience mirrors the internal climate;  
Safety or reactivity flows outward

Actions of leaders directly influence the commitment and well-being of staff

References: Ressang-Wildschut, Oldenhof & Leistikow (2023); Lyons & Fernando (2023); Kahn (2005)



## Relational, Healing Centered Leadership Competency Framework

### Self Leadership

How a leader manages their inner world so they can lead others well

### Relational Presence

How a leader brings grounded, trustworthy energy into interactions

### Ethical Influence

How a leader motivates and guides people, systems, and culture

24 Competencies of Relational, Healing Centered Leadership. Download at [www.training-grounds.net](http://www.training-grounds.net)



### MODELING GAPS

#### People are lacking examples not effort

- Supervision becomes reactive instead of developmental
- Check-ins get canceled or reduced to task updates
- Coaching disappears because there's "no time"

### STRUCTURAL GAPS

#### New managers feel thrown in

- Training gets postponed or deprioritized
- Left to rely on personality or past skills
- Significant energy spent in guesswork or trial and error

### PACING GAPS

#### Supervisors are stuck in reactive mode

- Roles blur because people jump in wherever the fire is hottest
- Workflows/decision frameworks bypassed in favor of speed
- Communication becomes fragmented and chaotic



### What are the hidden costs of...

- Little to no time for reflection?
- Unresolved conflict on a team?
- Delaying essential training?
- Not slowing down to fix gaps?
- Overloading supervisors and managers?
- Development of a survival culture?



### STRATEGY #1

#### Intentional, live modeling

Slow the moment down and narrate your thinking - especially in response to intensity or conflict

- "I'm slowing down on purpose so we can think clearly."
- "Let's think this through together."
- "Before I respond, let me ask one more question..."
- "My goal here is..."
- "Let's separate what's urgent from what's important."
- "What are you hearing me say?"



### STRATEGY #2

#### Set steady rhythms

Predictable cycles for supervision, coaching, reflection, and alignment

small, consistent routines

check-ins for supervision, coaching, reflection, and alignment.

keep it simple

Shared language for basic tasks like delegation, feedback, and accountability

regular touchpoints

Clarity on roles, communication channels & decision frameworks



STRATEGY #3

**Protect the pace**

Protected time and space; 10-15 minutes weekly for supervisors to think, reflect, or plan

Short, predictable huddles (daily or weekly) that reduce constant triage

Removing low-value tasks; Shifting or eliminating administrative tasks that pull supervisors from people



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