

# **Becoming a Better Leader: Building Practices & Capacity to Care for Yourself & Your Team**

Welcome!

The webinar will begin at 2:00 p.m. C.T.



TEXAS  
HISTORICAL  
COMMISSION



**REAL PLACES TELLING REAL STORIES**



# THC Museum Services

- The Museum Services Program provides support, resources, and training to museums in Texas.
  - *Consultations*
  - *Webinars and workshops*
  - *Resources*



# THC Museum Services

[www.thc.texas.gov/museum-services](http://www.thc.texas.gov/museum-services)

- On our webpage:
  - *Webinars*
  - *Workshops*
  - *Grants and Fundraising*
  - *Helpful Resources*
  - *Connect and Learn*



# THC Museum Services

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# Real Places Conference 2020

- January 29-31, 2020 in Austin
- Keynote: Elizabeth Merritt, Center for the Future of Museums
- Sessions on:
  - *Minimizing Impact on Visitors and Staff During Construction Projects*
  - *Fund Development and Successful Storytelling*
  - *Math & History Programming*
  - *Podcasting*
  - *Programs and Exhibits in Response to Current Events*
  - *And many more!*
- Register at [www.realplaces.us](http://www.realplaces.us)
  - *Early bird through September 30*

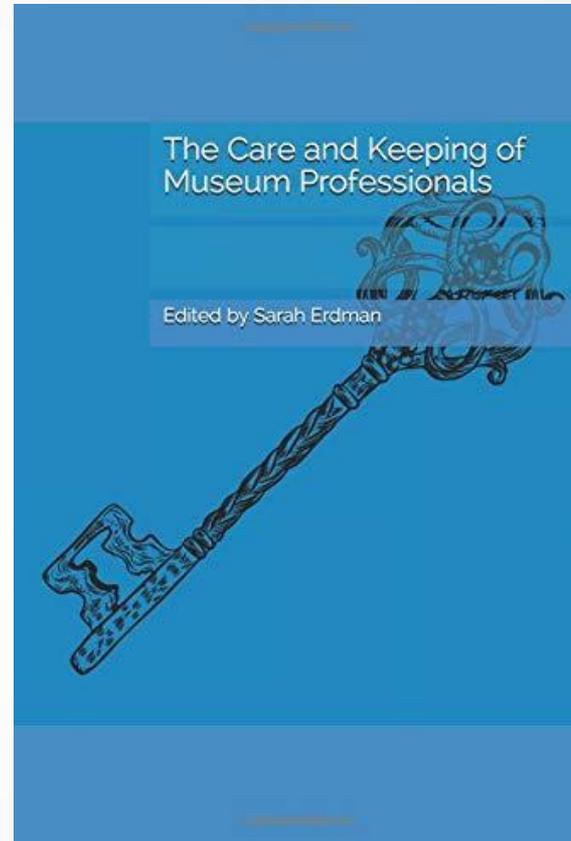


# Upcoming Free Webinars

- **Environmental Monitoring for Museums:  
The Basics**
  - *Thursday, September 19, 10:00 a.m. CT*
- ***Se Habla Español: Strategy and  
Implementation for Bilingual  
Resources at Museums***
  - *Wednesday, October 2, 2:00 p.m. CT*
- **Collections Management Policies 101**
  - *Wednesday, October 16, 10:00 a.m. CT*



# Michelle Mileham, Tracy Aviary





# Becoming a Better Leader

Building Practices & Capacity to  
Care for Yourself & Your Team

Michelle A. Mileham, Ph.D.



@mamileham

# Poll on Leadership Role





When I was young, I was infatuated  
with animals.

Love of animals = Be a veterinarian

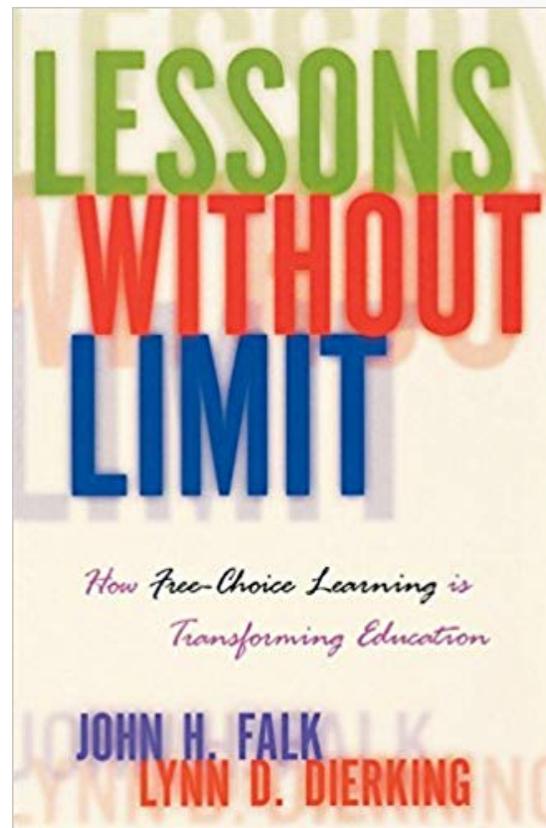
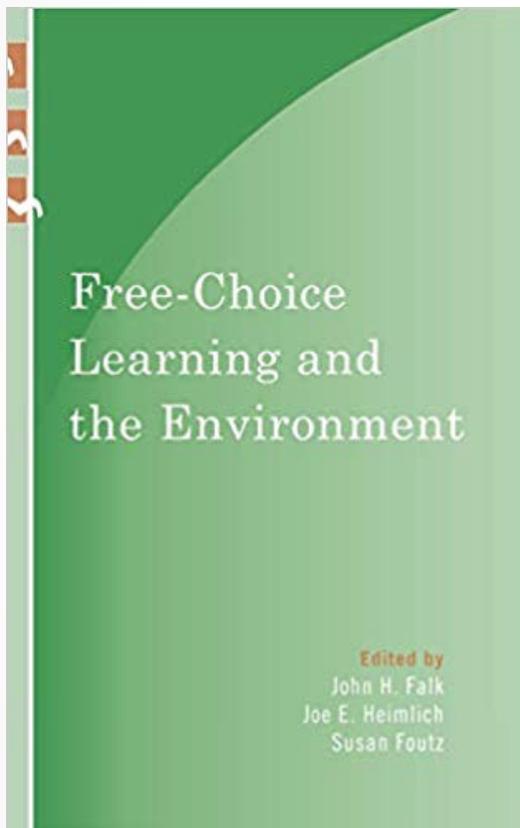
Love of animals = Love of nature = Sharing my passion

Passion is not just animals  
nor nature  
but also museums





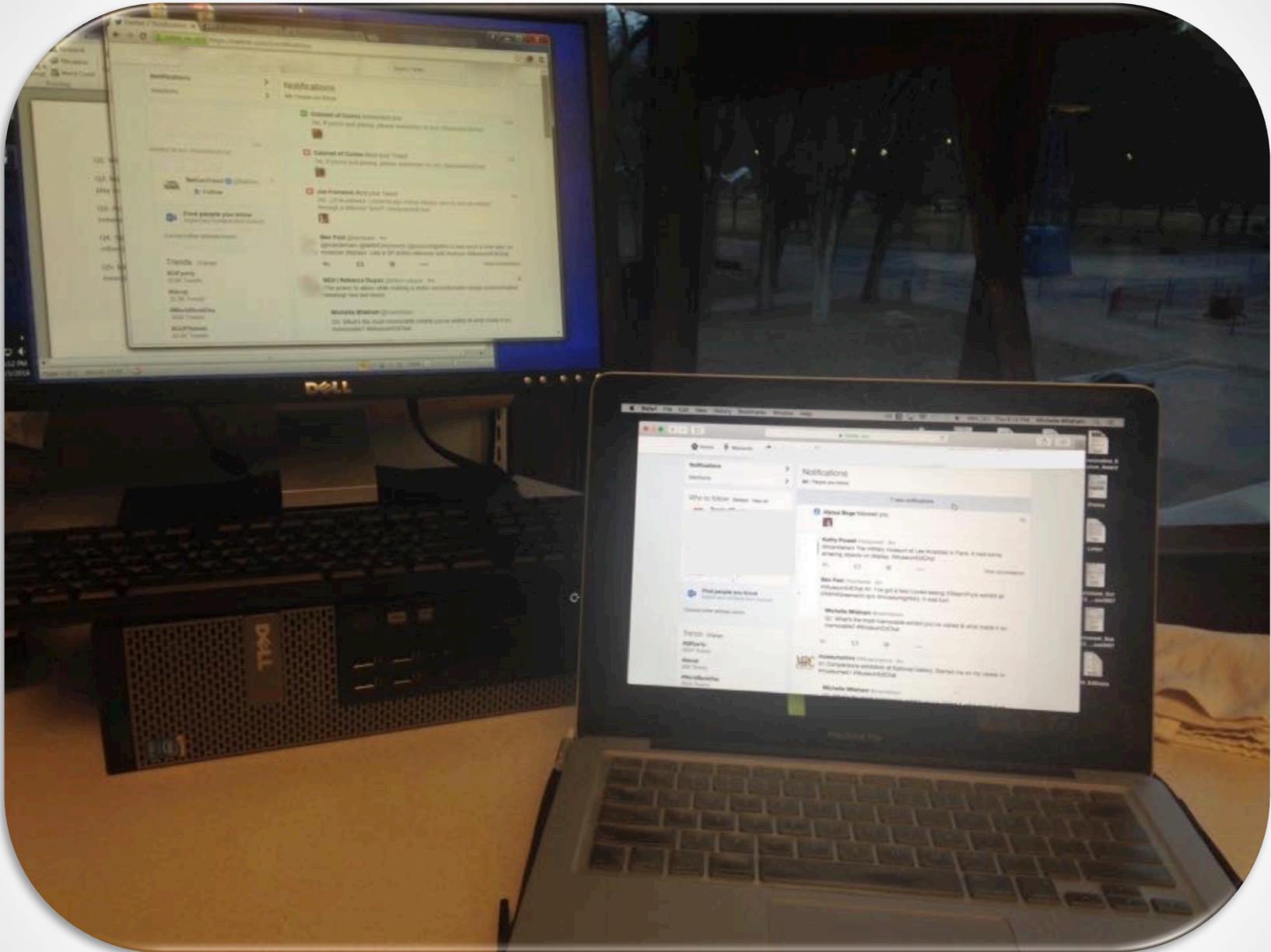
**Oregon State**  
University





 **TRACY  
AVIARY**

Director of  
Education





# YUO AER A HMANU BIENG,

whcih maens you hvea a vyer spaceil  
reloatishnip whti wrods. Evne if teyh haev  
been jmeblud, yuo cna unerdt sand tmhe  
amlost withuot tihkning. Thsi is becuaes we  
perceiev wrdso as wohles, rahter than jstu  
teh ltteres taht meka tehm up.

**TIHS PAPRAAGRH COLUD EVNE SK P LETTERS  
ALT G THER AND YOU WULOD UNRESDATND IT.**

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c0mp0s3d 3nt!rely of l3tt3r\$. Hewover, if teh  
fsrit ltter of a wrod is mevod yuo suldendy  
heva to cosncoiusly dciede whta it **SNMEA**.

heva to cosncoiusly dciede whta it **SNMEA**

Design your own TOLERANCE poster on the board to your right, using the magnetic design elements.

A collection of magnetic design elements for a poster, including:

- Text strips: SEXISM #, WE HAVE, HUMANITY, RACISM, C, FORMITY, WAR, HATRED, DISABILITY, EMPATHY, PRACTICE, COMMUNITY, ANTI, INCREASE, MANY, EMBRACE RE, PEACE, =, ?
- Icons: A hand holding a heart, a smiling face with closed eyes.

HUI

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# Becoming a Leader

Anyone can be a leader! It's not just for directors or managers.

No graduate school class specifically taught me how to be a great leader. Leadership skills are developed through life and work.

Engage, engage, engage!



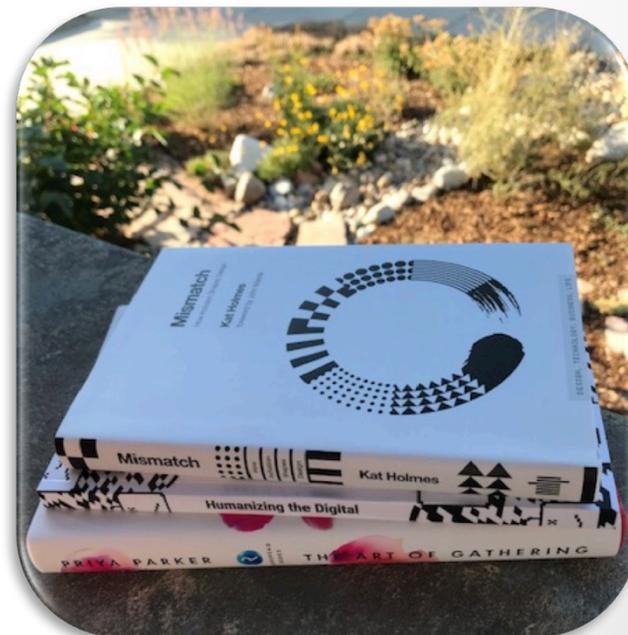
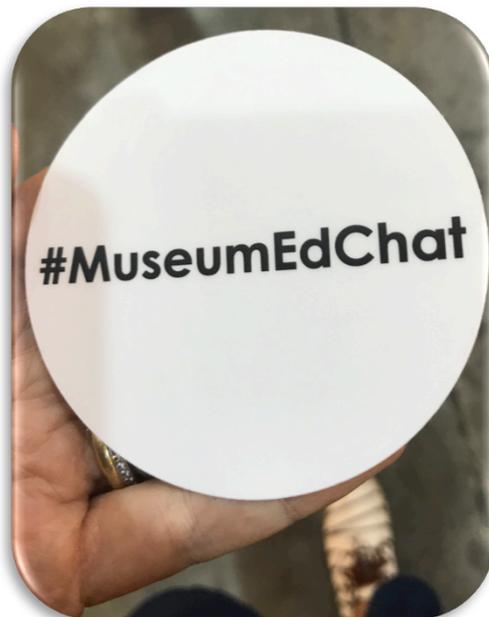


#MuseumHour

#ARCSchat



[www.visitorstudies.org/professional-development](http://www.visitorstudies.org/professional-development)



# Being a Leader

I set up my team, as well as the individuals within, for success.

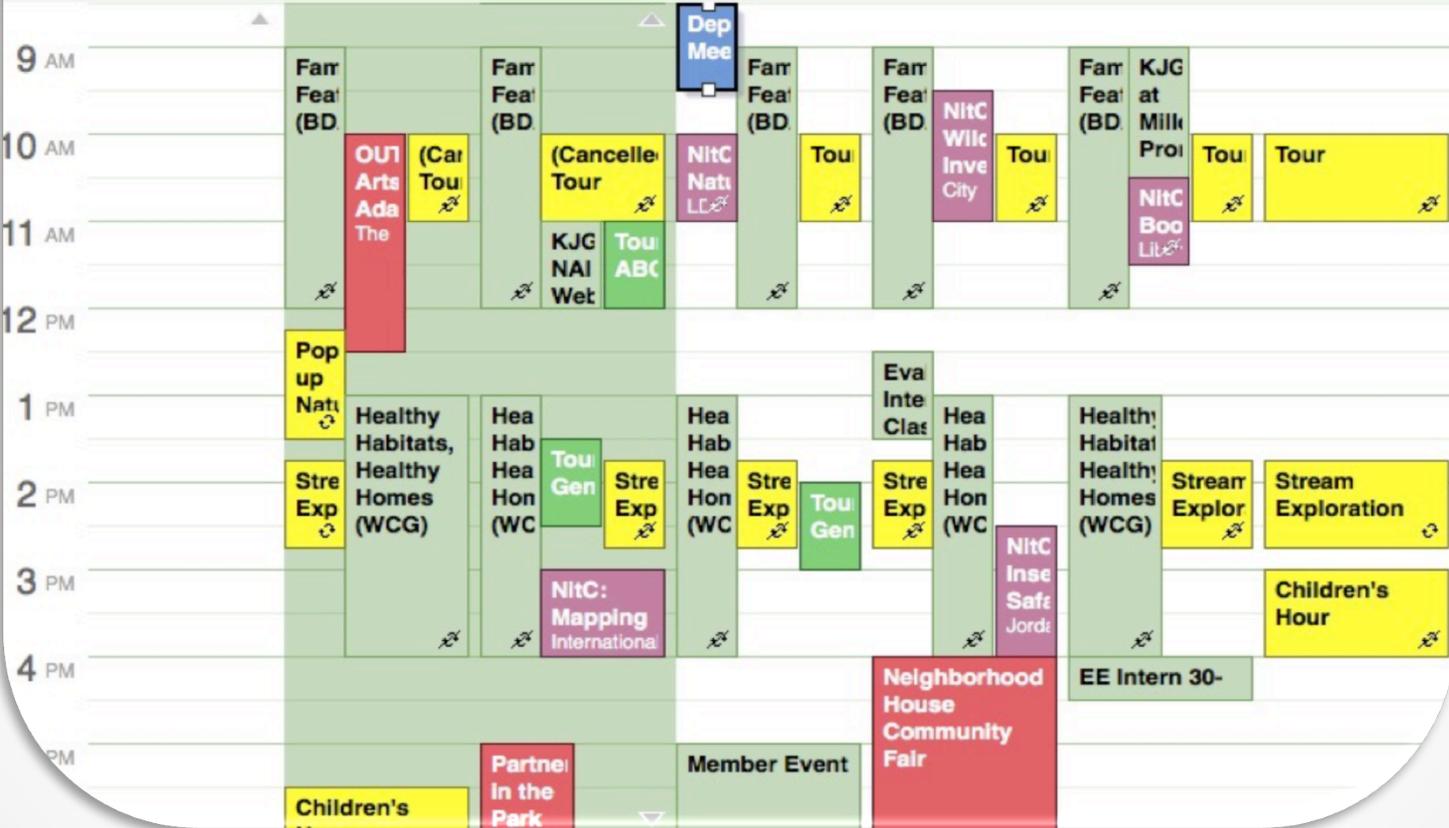
Would you go with aliens if they beamed down to Earth?

Would you rather give up your smartphone or your computer?

If you could choose any two famous people to have dinner with who would they be?

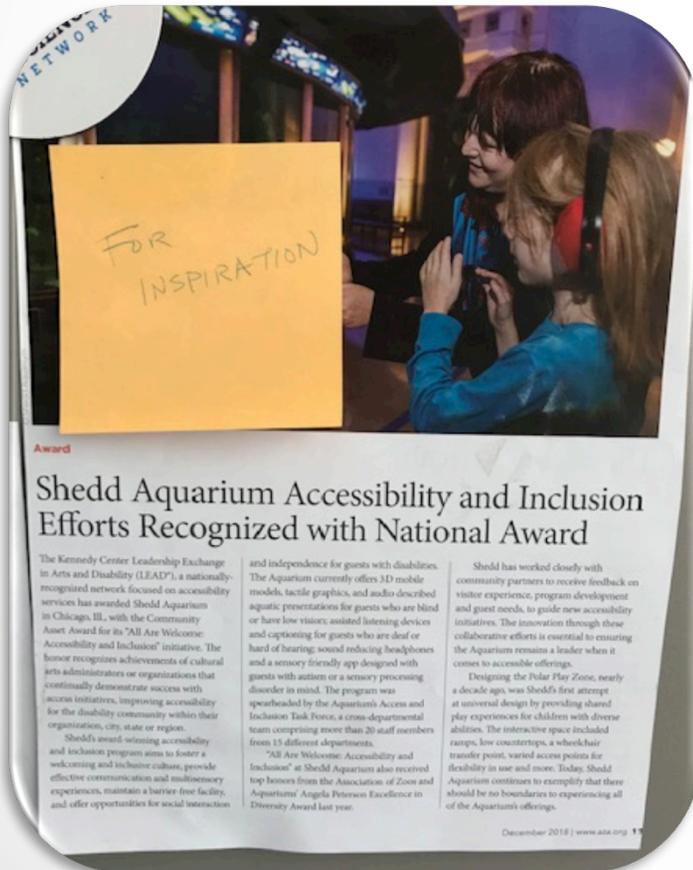
<https://museumhack.com/list-icebreakers-questions/>

	KJG at STEM	Megan Tidy		Send NitC N		KJG off
	Macaw stream off					Lil' P Off



# Being a Leader

I am the decision-maker, but I allow staff to take control and ownership of projects.





what are other  
words for  
hit a roadblock?



stall, stop, fizzle, flatline,  
die, reach an impasse, stalls,  
stalling



# Being a Leader

I recognize others' skills and acknowledge we can all learn from one another.



Let's talk about white privilege.

What conservation stories can we tell?

I'm going to share how our programs connect to new state standards.

# How are you a leader?

What skills or experience do you have that you can share with your team? With other professionals?

Who do you know in your community that can bring insight and new practices to your staff?

What project did you want to accomplish but couldn't? How can you grow and become a leader in that idea to make a stronger case?



# Poll on Self Care





# TrendsWatch 2019

 Center for the Future  
of Museums

 of Museums  
Center for the Future

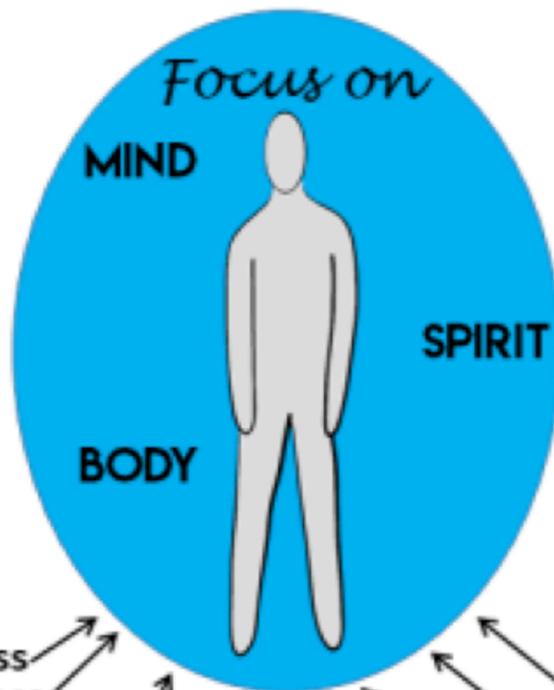
# SELF-CARE



*Self-care is maintaining your immunity*

## *Self-Care is*

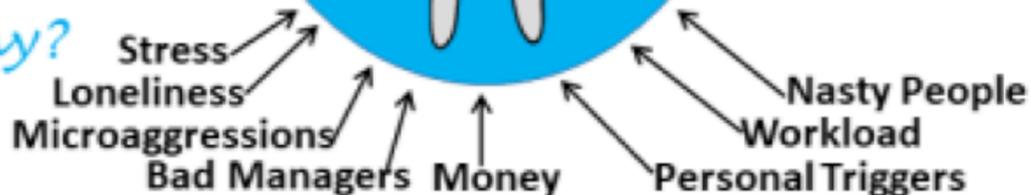
- UNDERSTANDING YOURSELF
- TAKING ACTION
- STAYING SANE
- A NECESSITY



## *Self-Care is not*

- NOT ONE-SIZE FITS ALL
- NOT ABOUT CONSUMERISM
- NOT SELFISH
- NOT A LUXURY

## *Why?*



# What does self care have to do with leadership?

We all need to take care of ourselves.

As a manager, you need to take care of yourself.

You also need to advocate for your staff and to help them find space.

“Research shows that 36% of workers in the US suffer from work-related stress, and the overall costs – in lost work days, health effects, and decreased performance – are as high as \$300 billion a year.”



# What can you do for self care?

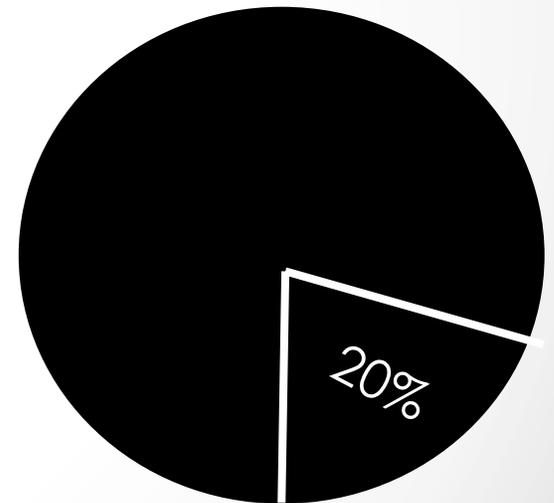
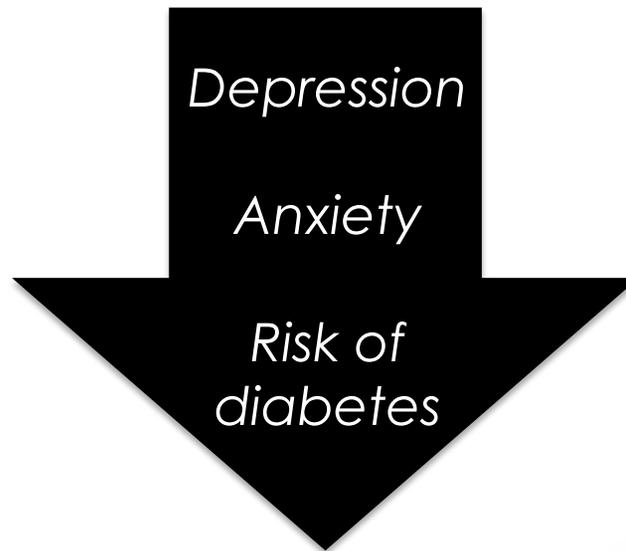




Patients who can see nature from hospital windows recover faster and require less pain medication



Natural views at work lead to increased job satisfaction and lower stress levels



Improvement in memory after an hour in nature





Can you share  
the coconut  
oatmeal  
recipe?

Spinach &  
artichoke dip,  
please!



# How can you take care of yourself and others?

What can you do to address self care for yourself?

What can you do to help those you work with think about self care and what they can do?



# Takeaways

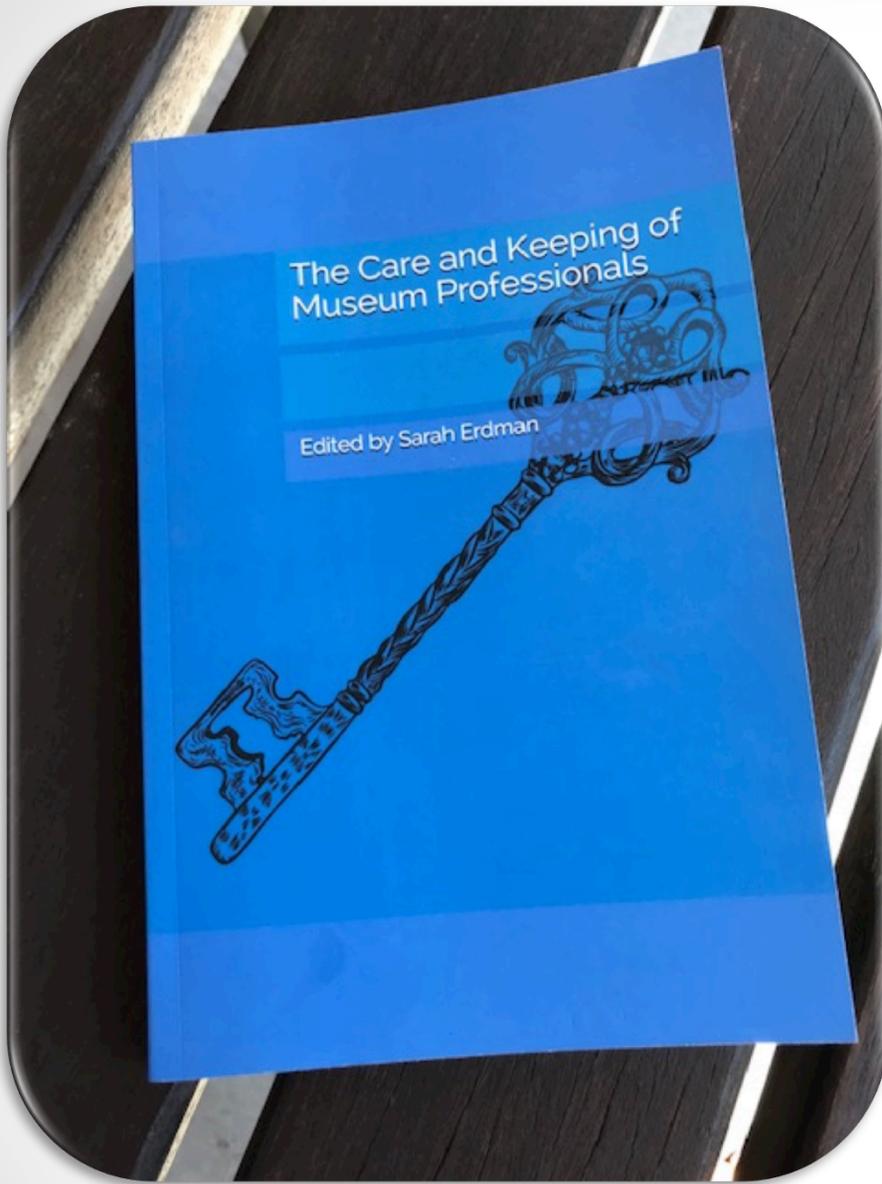
Anyone can be a leader, no matter their position in the organization or educational experience.

Leaders lead by setting example, but they also need to know when to let others lead.

Self care is not a luxury. Take care of yourself and others.

Think creatively about self care and what can be done in a reasonable time and for a reasonable cost.





For a limited time, you can get a copy of the Kindle version FREE!

<https://amzn.to/2kqhUA8>