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
www.thc.texas.gov/museum-services

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

The Care and Keeping of Museum Professionals
Edited by Sarah Erdman
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
Director of Education
Yuoo aer a HMANU BIIENG,

which means you have a very spaceil relationship with words. Even if they have been jmeblud, you can understand them almost without thinking. This is because we perceive words as wholes, rather than just the letters that make them up.

THIS PAPRAAGRPH COULD EVEN SKP LETTERS ALT G THER AND YOU WULOD UNRESDATND IT.

In fact, these words do not always rely on 13tt3r$. However, if the first letter of a word is mevod you sudendy heva to conscoiously dice the whta it SNMEA.
Design your own TOLERANCE poster on the board to your right, using the magnetic design elements.

Sexism # Disregard Disability Isolation Community Anti Increase Many No Tolerance Hater Create Practice Peace
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!
www.visitorstudies.org/professional-development

#MuseumHour

#ARCSchat
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/
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
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

Focus on
MIND
BODY
SPIRIT

Why?
- Stress
- Loneliness
- Microaggressions
- Bad managers
- Money
- Nasty people
- Workload
- Personal triggers
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.

Energy
Immunity
Vitamin D
Fitness

Depression
Anxiety
Risk of diabetes

Improvement in memory after an hour in nature (20%)
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