



Service Leadership

Encourage & Nurture

Presented by Kay Emerson, MS

Leadership starts from within.

Making the Most of Our Time



SheRen Consulting

- Create Space & Allow Space
- Be Present & Open to Engagement
- Rent Concepts and Step Outside Your Comfort Zone

Session Goals

Understand Service Leadership Principles

- Explore what it means to lead with purpose, compassion, and impact, and identify key principles of effective service leadership.
- **Apply Leadership Skills Practically – Practice** strategies for supporting others, leading with empathy, and caring for yourself in both current and future service opportunities.

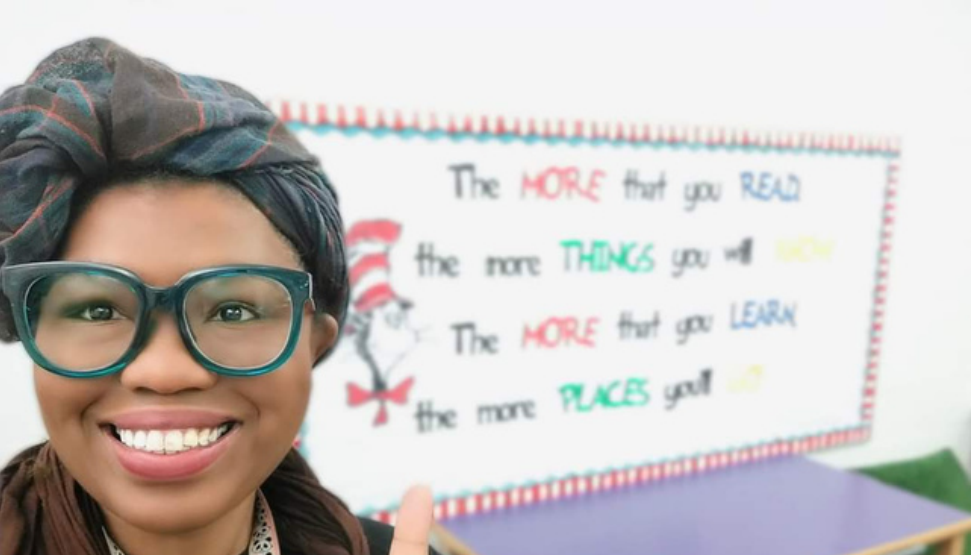
Strengthen Connections and Growth

- Engage with fellow service oriented leaders share insights, and leave with tools to expand your support network and continue developing leadership skills.



Kay's Service Leadership Story





FUTURE FRAMES
A Student Film Showcase

SEPTEMBER 17
The MAGIC RAT

5:30PM - MEET
6:30PM - SCREE
8:00PM - TALK



YOUR VOICE. OUR FUTURE.

KAY EMERSON
For USD 497 School Board
Opportunity. Access. Choice.
Sponsored by Kay Emerson for School Board. Paid by Kaitlin Woods



UBMIT YOUR SHORT FILM
OPEN TO STUDENTS GRADES 6
INTEREST FORM DUE

Guardian Consent required for s
Email sheren@gmail.com for s
Visit for additional details <https://mag>

@sherenconsulting

Realign Your Budget and Spending

Request Funds with Accuracy

Financial Fridays

Prepare for Potential Funding Delay

Communicate with your team



NOCO FLOW
MONDAY'S
1PM - 3PM
w/Kay

@KRFC 88.9 FM
FORT COLLINS

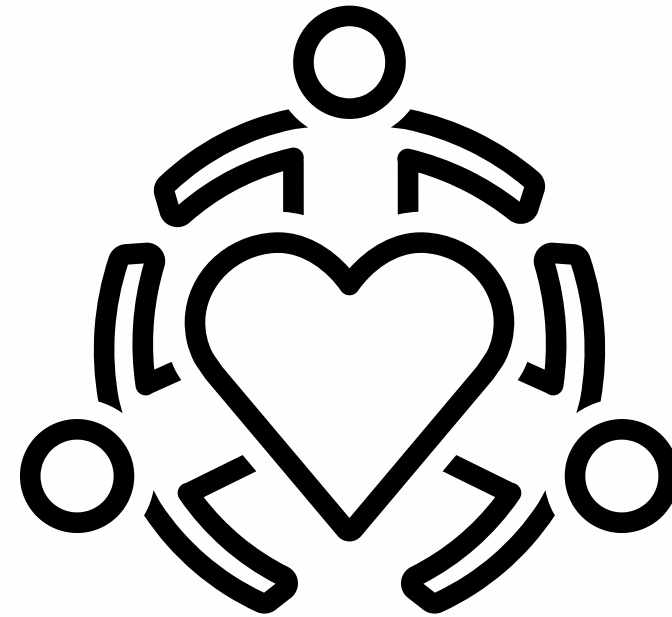
Yet, we grow, we evolve, and so does the way we nurture ourselves, our community, and the service leader we become. It's a journey of care and cultivation.

What's Your Service Leadership Story?



Find a partner & dialogue.

Service Leadership



1) a leader who focuses primarily on the growth and well-being of people and the communities to which they belong. Service leaders share power, puts the needs of others first and helps people develop and perform as highly as possible.

Service Leadership is not...



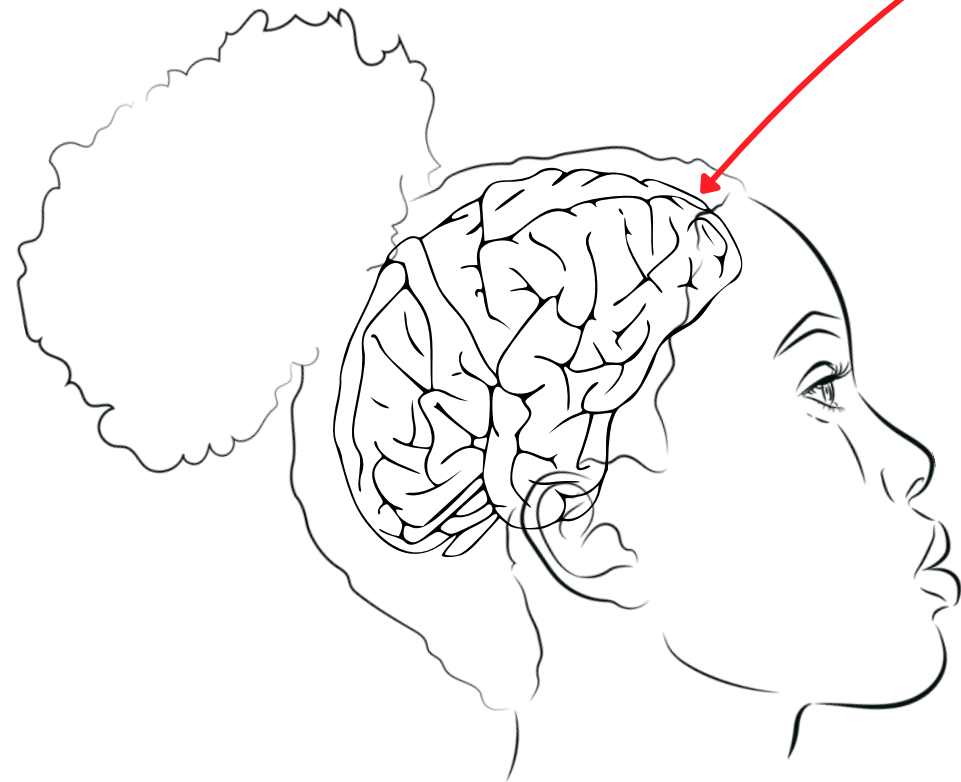
- Characterized by assertiveness, dominance, and self-confidence
- Leaders thrive in positions of authority
- Rely on charisma, decisiveness, and control

Service Leadership Is..



- Focus on serving others rather than exercising control
- Prioritize fostering empathy and building connections
- Support the needs of team members
- Motivated by a genuine desire to help and empower others
- Place the well-being of followers above personal ambition to lead.

Service Leadership is not...



	TECHNICAL WORK	ADAPTIVE WORK
THE PROBLEM	IS CLEAR	REQUIRES LEARNING
THE SOLUTION	IS CLEAR	REQUIRES LEARNING
WHOSE WORK IS IT?	EXPERTS OR AUTHORITY	STAKEHOLDERS
TYPE OF WORK	EFFICIENT	ACT EXPERIMENTALLY
TIMELINE	ASAP	LONGER TERM
EXPECTATIONS	FIX THE PROBLEM	MAKE PROGRESS
ATTITUDE TOWARD CHALLENGE	BEING RIGHT	BEING CURIOUS

© Kansas Leadership Center

Service Leadership Requires Us To...

INSPIRE



Show others that anyone can lead by sharing your story.

ENCOURAGE



Empower your community through knowledge and resource sharing.

NURTURE

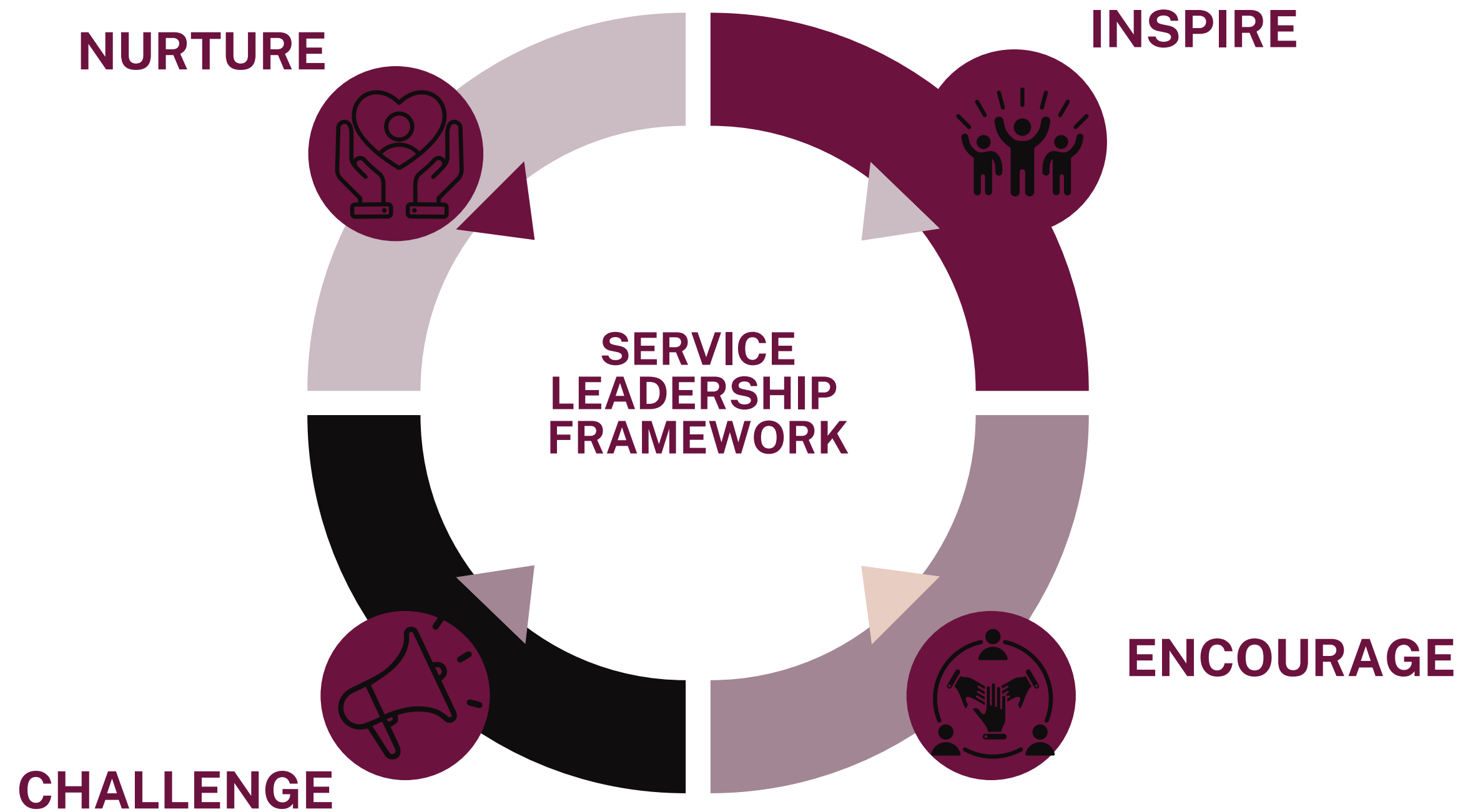


Reflect regularly and fuel both yourself and the change-makers around you

CHALLENGE



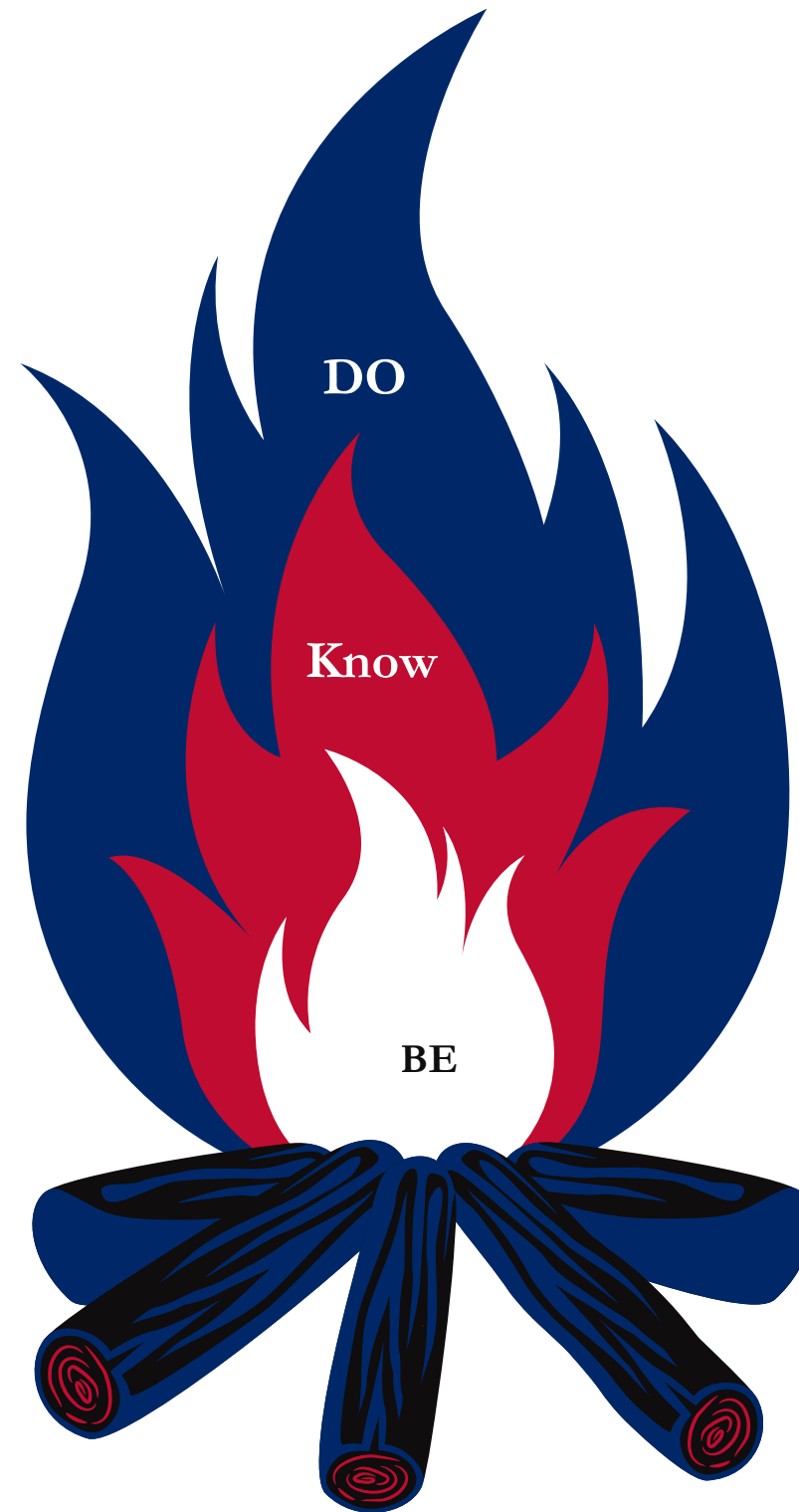
Align your values with empathy and use your voice for what matters.



The Flame

DO: Touches the outside world this is part of ourselves that impacts the community around us

BE: At our core this the who we are, our core values, our passions and what pulls us towards our mission.



KNOW: This is our internal layer that influences our actions. It is our knowledge, experiences, skills and competencies that allows our flame to become brighter.

©New Politics Leadership Academy

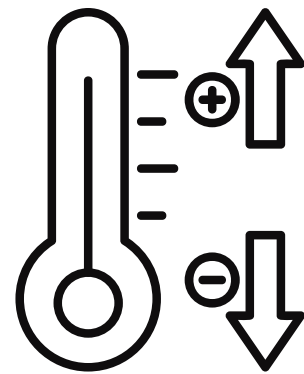
Nurture = Resilience



- Compassion is more than being “nice” or “kind”—it’s a skill that requires development.
- Research shows self-compassion improves mood, relationships, health, and engagement.
- Allowing suffering without care is a lack of compassion, leading to unnecessary distress.
- Self-compassion helps leaders learn from mistakes and move forward with resilience.

KNOW COMPASSION FATIGUE

Every action, from waking up to going to sleep, is a choice. Some choices serve you, while others slowly drain your well-being. Compassion fatigue isn't a personal failure—it's the result of persistent stress.

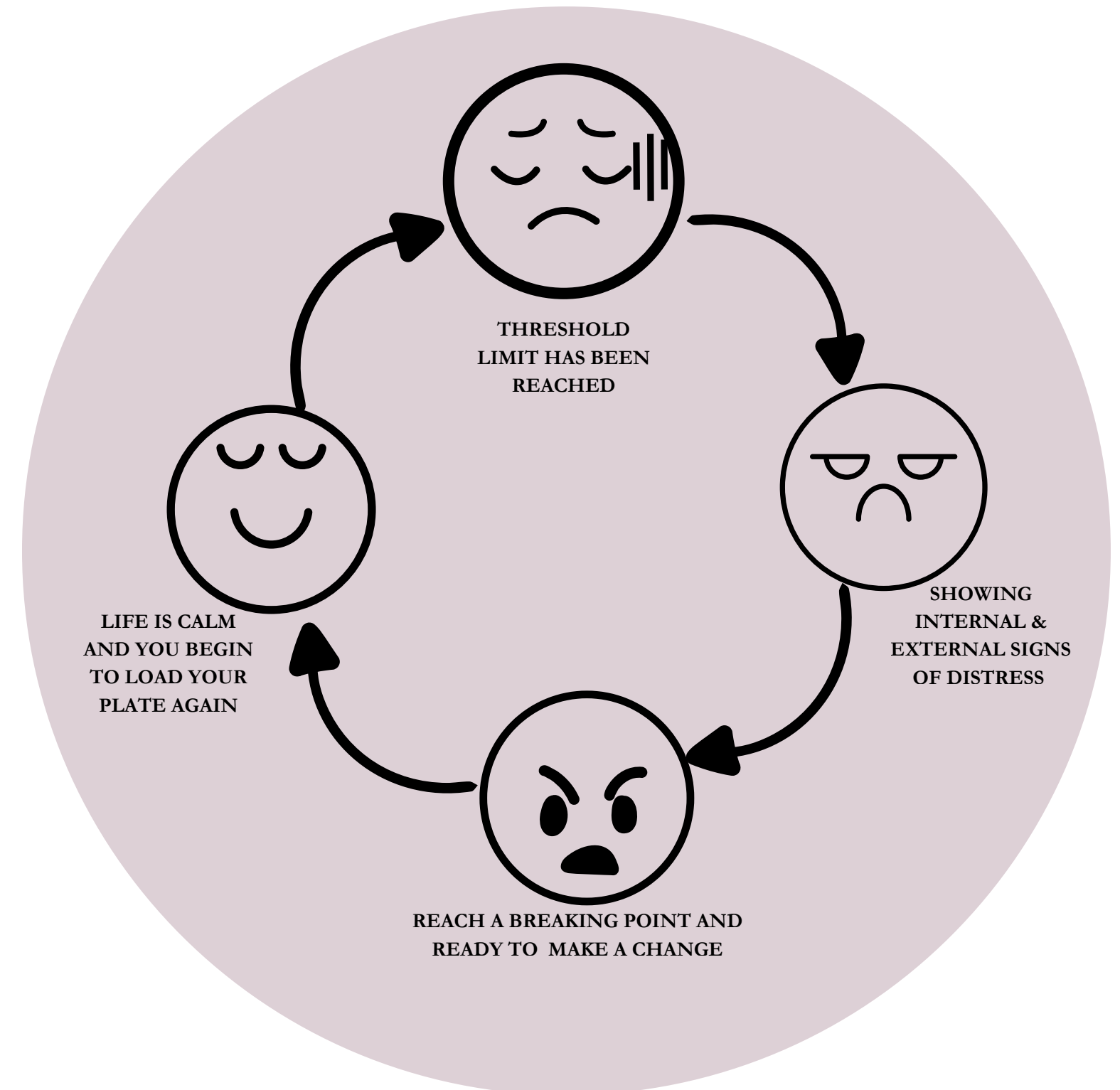


Internal Indicators

- Emotional exhaustion, cynicism, detachment, anxiety, loss of motivation.
- Impaired concentration, "Sunday scaries," feeling ineffective.

External Indicators

- Insomnia, forgetfulness, isolation, increased irritability.
- Procrastination, changes in food/drug use, persistent physical pain.



Compassion Fatigue



A bustling calendar, loaded with tasks, and only a smidgen of leisure time.

VOLUME

Interpersonal demands exceed your available social resources

SOCIAL

Chronic disengagement and disinterest in the activities in your life

BOREDOM

Lack of Nurture

Compassion Fatigue: A state of prolonged stress, exhaustion, and misalignment with life's direction. The constant stress in the body with cortisol leads to high blood pressure, inflammation, and long-term harm. Like "death by a thousand paper cuts"—small compromises over time lead to Compassion Fatigue.

Linked to Serious Health Issues

- sleep disorders
- depression
- chronic pain
- heart disease
- diabetes
- a weakened immune system.

Community Contribution/Social Issues

- Reduced Performance and Productivity
- Strained Interpersonal Relationships
- Decreased Empathy and Social Isolation

Three Mindset Barriers

Achievement-Oriented Mindset

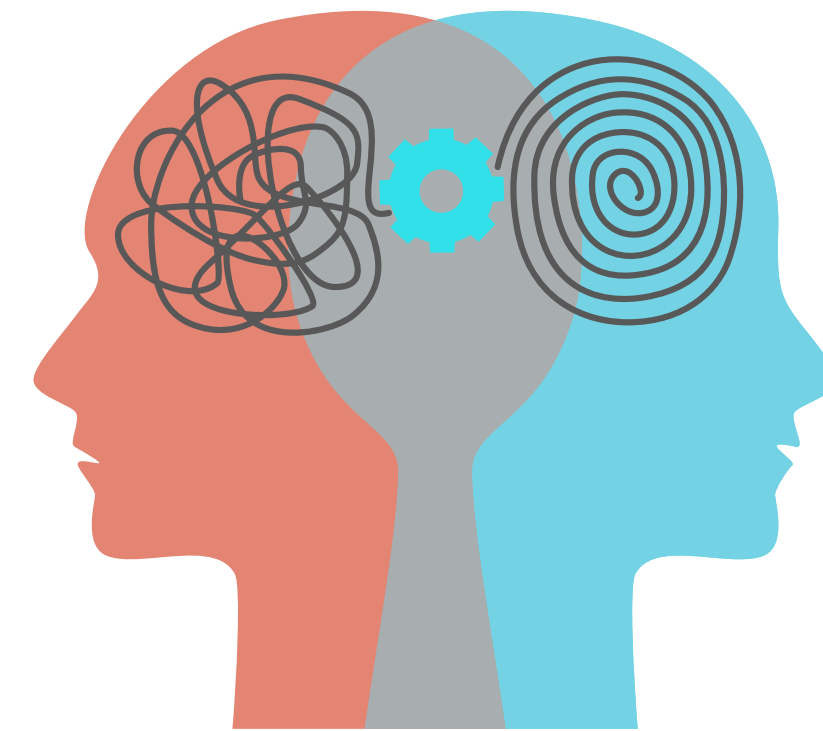
- **Beliefs:** Self-worth is closely tied to accomplishments, recognition, and meeting external goals.
- **Tendencies:** Setting high expectations for oneself, constantly comparing to others, and driving to meet external markers of success.

Caretaker Mindset

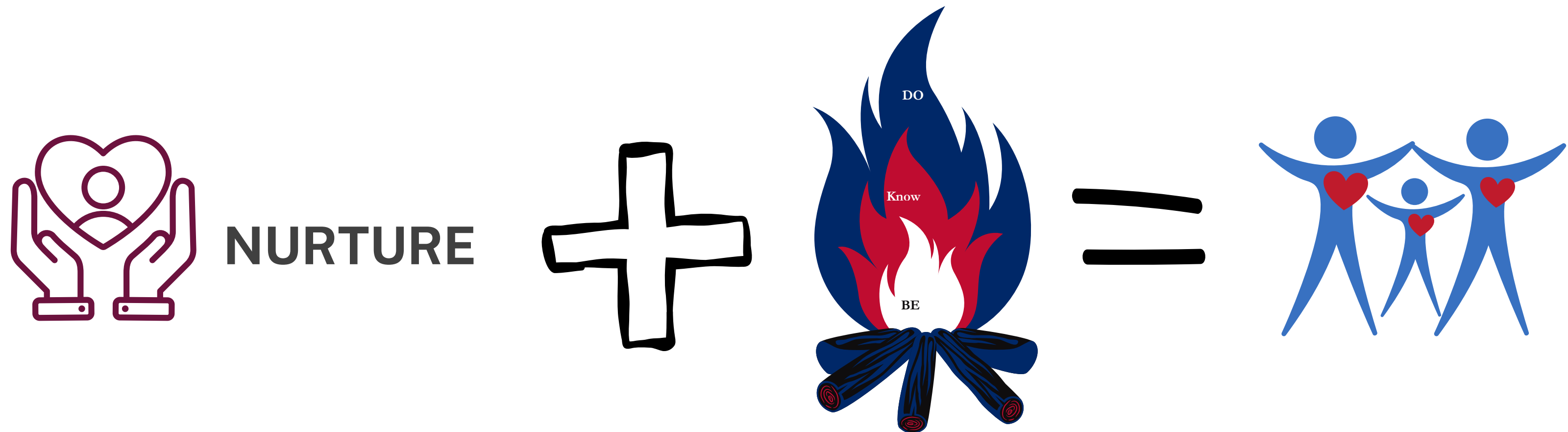
- **Beliefs:** Connection and acceptance are earned by putting others' needs first, often at one's own expense.
- **Tendencies:** Prioritizing others' happiness and avoiding conflict, sometimes neglecting personal boundaries and self-care.

Dependent Mindset

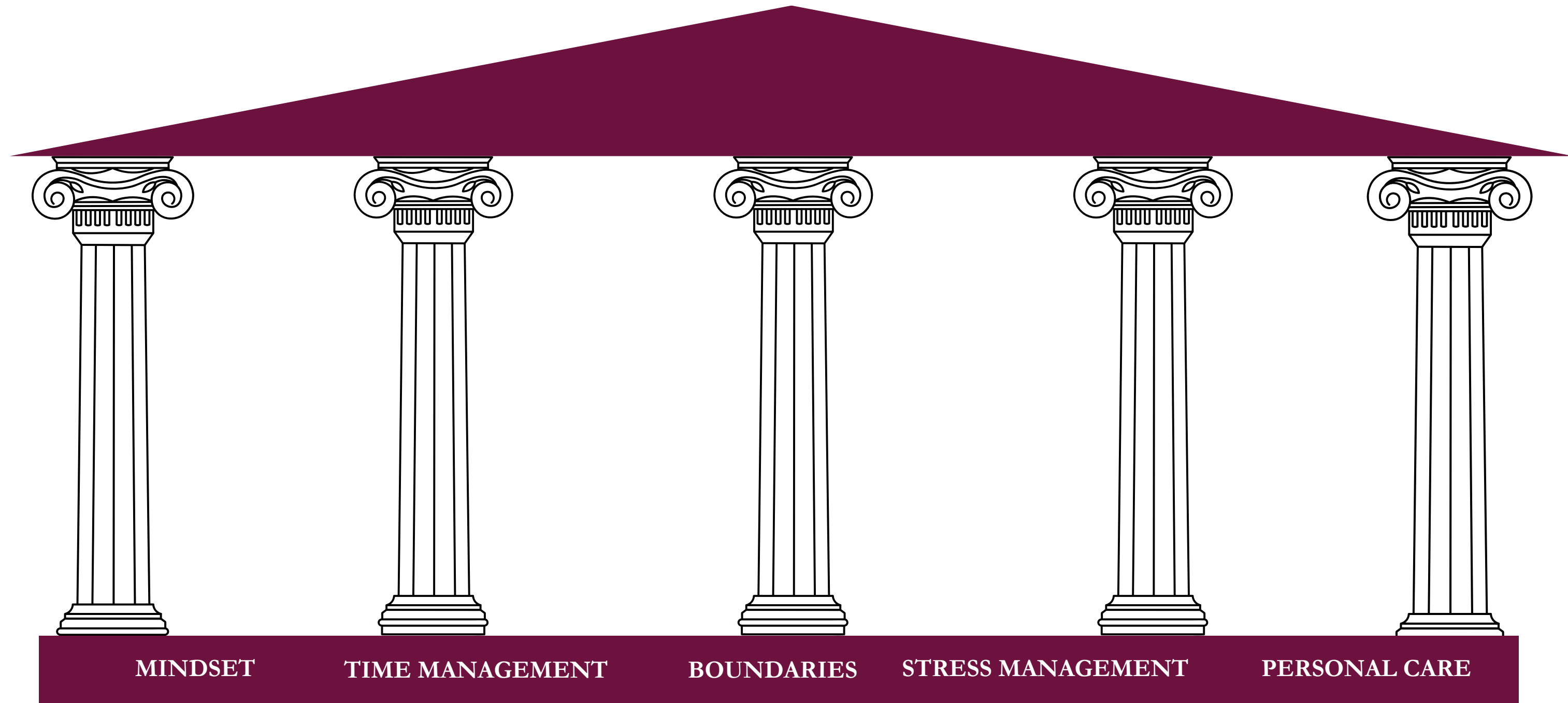
- **Beliefs:** Life's challenges are largely out of one's control, and past failures dictate future outcomes.
- **Tendencies:** A sense of powerlessness, resistance to change, and a feeling of being stuck in negative cycles.



When Nurture is Prioritized



The Five Pillars of Nurture



Three Mindset Breakthroughs

Achievement-Oriented Mindset

- Reframe Success –Think Progress, and success in everyday achievement
- Prioritize Well-Being – Schedule rest, hobbies, and social connections to maintain balance.

Caretaker Mindset

- Practice Saying No – Declining requests doesn't mean rejecting relationships.
- Recognize Your Own Needs – Regularly check in with yourself to identify what truly fulfills you

Dependent Mindset

- Challenge Negative Thoughts – Reframe limiting beliefs by recognizing strengths and past successes.
- Seek Supportive Networks – Surround yourself with people who encourage personal growth and autonomy.



Moments of Joy

Quietly Reflect

Think of five things that made you smile recently. These can be small moments or big wins—anything that sparked joy.

Examples

- A great conversation with a friend
- Seeing a beautiful sunset
- Receiving a kind message
- Completing a project
- Trying a new food

In small breakout

Take turns listening and reflecting on how small moments contribute to happiness.



Resilience Blockers



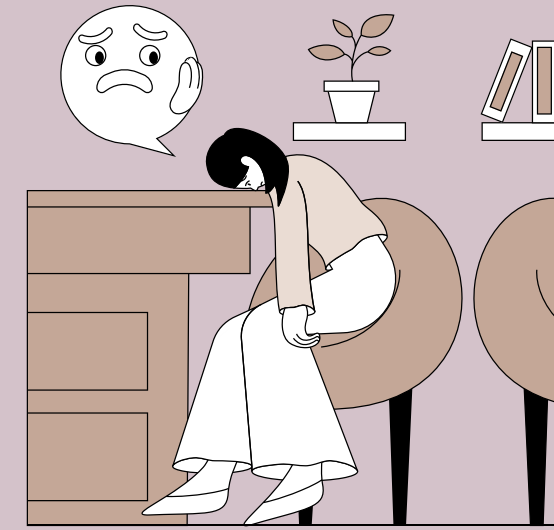
A bustling calendar, loaded with tasks, and only a smidgen of leisure time.

VOLUME



Interpersonal demands exceed your available social resources

SOCIAL



Chronic disengagement and disinterest in the activities in your life

BOREDOM

VOLUME

Reprioritize Achievement



Clarify Your Purpose

- Identify your core objectives. Regularly evaluate whether your current activities align with your goals—or if they're pulling you off track.

Say No with Confidence

- Practice setting boundaries by saying no to tasks that don't serve your mission. Delegate when possible, and release commitments that are not essential.

Lead with Authenticity and Compassion

- Show up as your true self. Treat yourself with the same kindness and understanding you offer others, especially during challenges.

SOCIAL

Practice Honoring Your Needs



Track Your Energy

- Pay attention to how different people, tasks, and environments affect your energy. Use that awareness to guide your time and focus.

Protect Your Capacity

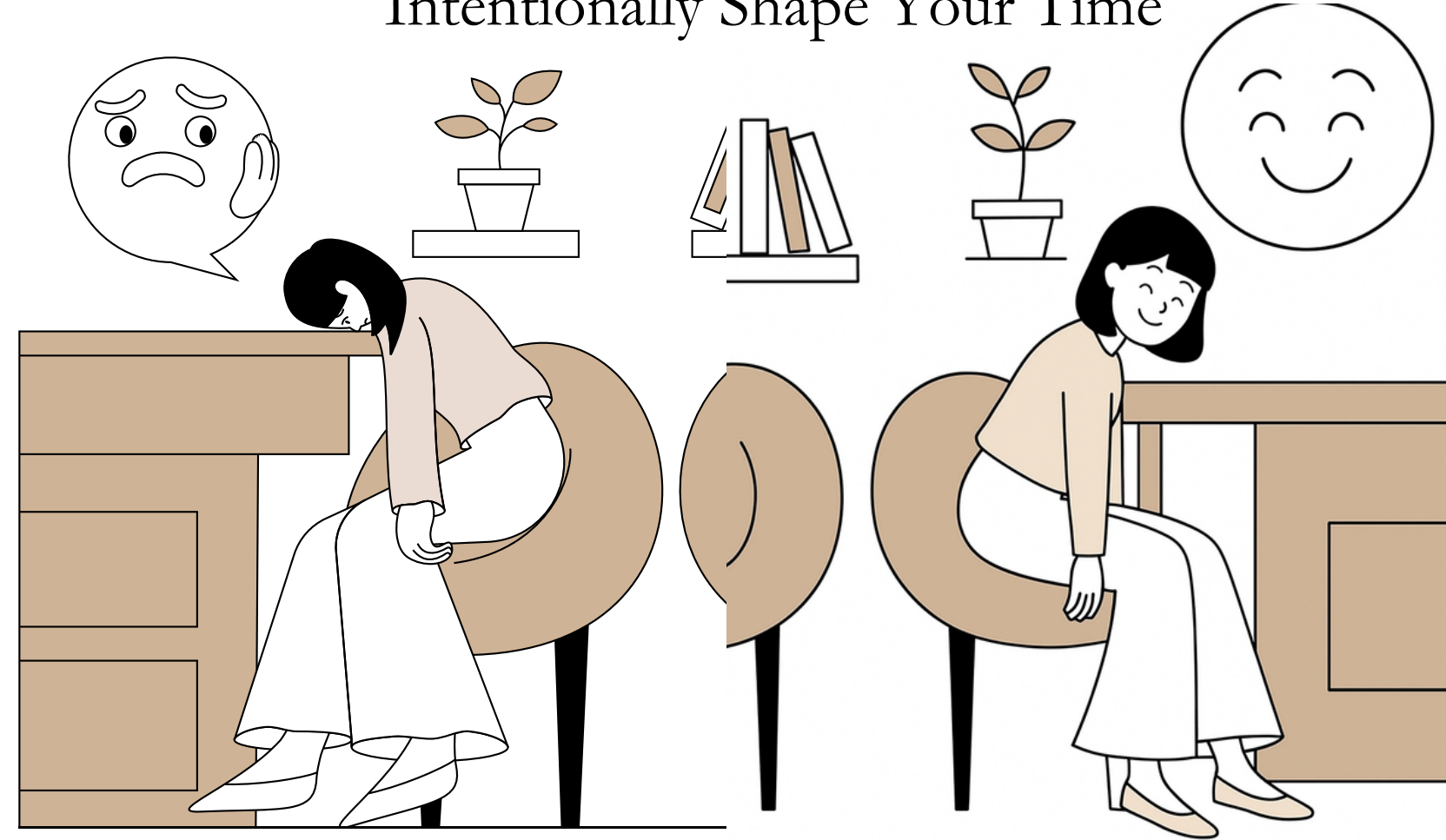
- Recognize that adaptability is a strength—but it doesn't mean you have to accept every request. Set boundaries around draining commitments.

Choose What Recharges You

- Be intentional about including activities, people, and practices in your routine that restore and energize you.

BOREDOM

Intentionally Shape Your Time



Reassess Your Routine

- If things feel stuck or stale, take a step back and evaluate what's no longer working for you.

Reframe and Refresh

- Give yourself permission to shake things up. A fresh perspective can spark motivation and creativity.

Start Small, Try New

- Incorporate small changes—like adjusting your daily schedule, exploring a new hobby, or changing your workspace—to reignite momentum.

Five Strategies to Time Management



1. **Contain:** Organize tasks to manage draining or less important items.
2. **Plan & Remind:** Set reminders for recurring tasks like invoices or appointments.
3. **Time Blocking:** Allocate focused time for specific tasks (e.g., morning focus hours).
4. **Delegate/Outsource:** Seek help to reduce your workload.
5. **Consistency:** Schedule regular times to reduce anxiety and avoid procrastination.

Remember: You're not seeking perfection—just progress!

Establishing Boundaries

1. Know & Express Your Limits

- **Self-awareness:** Recognize your limits by paying attention to signs of exhaustion or stress.
- **Expressing Boundaries:** Clearly communicate your needs with others, whether through verbal or written statements.

2. Active Boundaries

- **Action or Behavior:** Reinforce your boundaries through actions that support your limits. For example, setting aside time for self-care or declining excessive requests.

3. Hold Your Boundaries with Confidence

- **Believe in Your Right:** Understand that you have the right to set boundaries without guilt.
- **Overcome Insecurity:** It's normal to feel insecure about setting boundaries, but don't let fear prevent you from protecting your time and energy.



Five Stress Management Styles



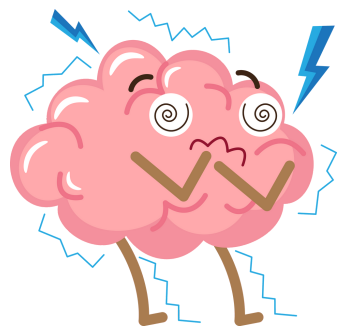
Fight Response - Engaging passionately with the stressor, confronting it immediately.

- **Tip:** Take a moment to breathe and collect your thoughts before reacting to avoid impulsive responses.



Flight Response- Instinctively pulling away, creating distance between yourself and the stressor.

- **Tip** - Create space, communicate that you need time to process and can reengage with the conversation/situation after a certain amount of time.



Freeze Response- Feeling paralyzed by stress, struggling to respond or make decisions.

- **Tip:** Find something to help you reengage tapping foot,

Five Stress Management Styles



Mediator - Trying to make others feel comfortable by accommodating or smoothing over the situation.

- **Tip** - Reflect on your own needs first, and then find a way to address the stressor of others well-being.



Connector - Seeking social support to manage stress.

- **Tip** - If support isn't available, practice soothing techniques on your own to calm and center yourself

Remember: Each response is natural, and understanding your stress reaction helps you manage it more effectively. Take the time to reflect on your needs and create space for self-care when dealing with stress.

Finding and Spending Time in Your Sanctuary



A Personal Sanctuary

- is a place to unplug and refill your bucket a place where you can disconnect from everyday stress.

Refill Your Bucket

- It offers a chance to refill your energy—just like refilling a bucket—by enjoying quality time with friends, family, or partners.

Purposeful Relaxation

- Embrace the fun of simply taking a break, reconnecting with loved ones, and finding your inner balance.

The Resilience Plan

1. Define Non-Negotiables

- These are essential daily care habits that keep you at your best.
- Must-have basics for self-care and performance.

2. Outline Your Personal Care

- What is Maintenance?
 - Tasks that keep you functioning—cleaning, chores, bills.
- What is Rest?
 - Activities that soothe and relax—taking walks, enjoying hobbies, and creating sanctuaries for peace.
- What Refills You
 - Engaging in fulfilling activities like spending quality time with loved ones and friends.

3. Imagine Your Perfect Life Design

- Personal Development: hobbies, physical, mental, and social wellness.
- Environment: Creating a lifestyle and surroundings that align with your values
- Career: is it building towards your next, how can it meet your needs.



Service Leaders In Action - Nurture



Step 1:

Using the materials provided, identify the top four areas among the Pillars of Nurture—Mindset, Personal Care, Time Management, Boundaries, and Stress Management—that you wish to concentrate on for the remainder of this program year or service term. Once you have made your selections, write them down on one of the pinwheel wing.

Step 2:

Turn over your pinwheel wings over. Now for each pillar selected write down two corresponding actions steps that you learned from today that you will make a commitment to try or begin using over next couple of weeks. Then decorate.

Step 3:

When you are finished put the pinwheel together and share with a partner

Final Tips



Practice Self-Awareness

- Regularly check in with your thoughts and emotional responses. Understand the mindset you're operating from and how it's affecting your actions and well-being.

Set Realistic Expectations

- Challenge perfectionism and set achievable, meaningful goals that are not just based on external validation but personal growth.

Prioritize Self-Care and Boundaries

- Recognize when you're giving too much of yourself and need to set boundaries to maintain balance.

Final Tips



Embrace Growth and Learning

- Shift from a fixed mindset (where abilities and outcomes are seen as static) to a growth mindset, where mistakes are viewed as opportunities to learn.

Cultivate Self-Compassion

- Be kind to yourself, especially when things don't go as planned. Acknowledge your worth beyond your achievements or how others perceive you.

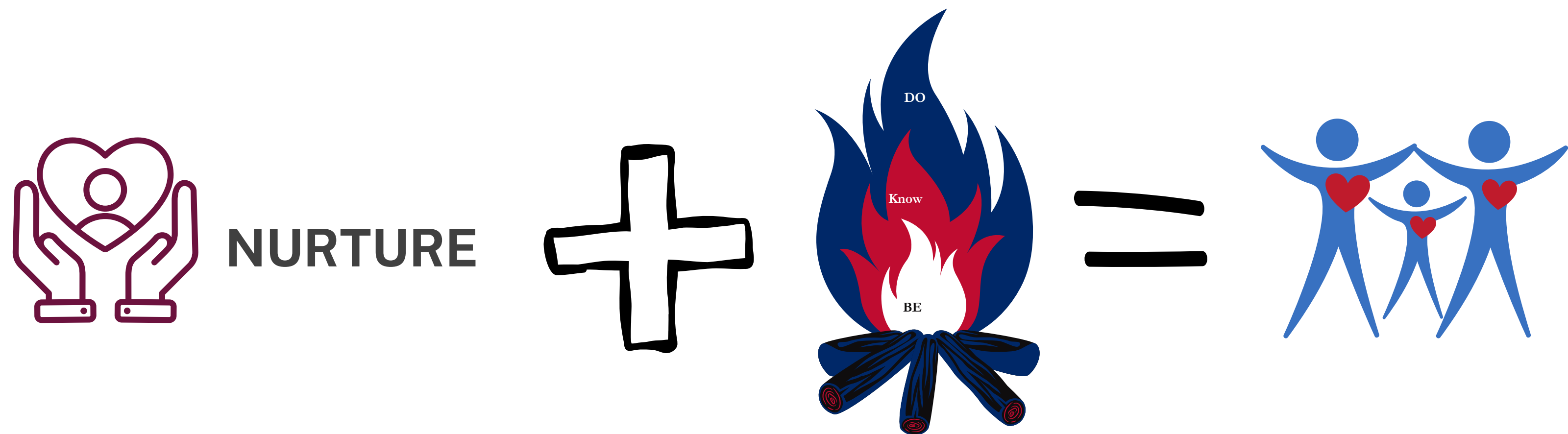
Service Leaders of Today

NURTURE



Reflect regularly and fuel both
yourself and the change-makers
around you

When Nurture is Prioritized



Leadership starts from within.

Thank you!



AmeriCorps
New Mexico



Like, Follow & Stay Connected



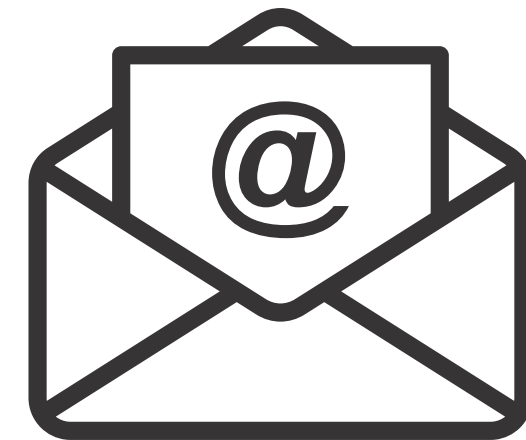
SheRen Consulting
Established in 2023



www.facebook.com/sherenconsulting/



www.linkedin.com/company/sheren-consulting



sherenconsulting@gmail.com