

Sustaining Ourselves and Strengthening Our Organizations



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2024 Institute for Chief Academic Officers and Their Teams // November 1–4, 2024
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Presenter

Chinyere Oparah, Founder and Executive Director,
Center for Liberated Leadership

Chair

Jeffrey Frick, Vice President for Academic Affairs and Dean of the College,
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Center for Liberated Leadership

Chinyere Oparah, Ph.D.
Founder and Executive Coach



Supporting leaders to lead transformative
change from a place of authenticity, purpose
and joy

myliberatedleadership.com

About Chinyere

Thought-leader on higher ed leadership

Certified executive coach, career coach
and trauma-informed coach

Former Dean, Provost, VP Academic
Affairs, Department Chair

Professor of Leadership Studies &
Sociology

Reproductive justice & maternal health
scholar advocate

National Equity Project Fellow

Yogi and mom



About the Center for Liberated Leadership

CLL connects, resources and develops leaders who are driving change in their organizations and communities so that they can infuse their work lives with wellness, purpose and passion.

We do this by providing transformative individual and group executive coaching, workshops and facilitation that leverage our expertise in leadership development, intersectional equity and change management.

Our foundational principle is that transformational change happens when equity-oriented leaders are liberated from isolation, limiting beliefs, and toxic stress.



What if you
were free to
do your best
work?

Leading from a Place of Peace



Group Agreements

**What do you need
to make this a safe
and joyful space?**

Give the gift of your presence

Take good risks

Practice curiosity

**What's shared here stays here
(what's learned here leaves here)**



— — —

"Never give from the
depths of your well, but
from your overflow."

Rumi

If your well were full, you felt
fully resourced and had a
deep sense of wellness,
how would your leadership be
different?



Today's Objectives: Why are YOU here?



Cultivate a sustainable leadership style

Explore the connections between personal wellness and effective leadership; identify work boundaries and strategies



Foster a resilient organization

Develop strategies for fostering an empowered organization; reduce reliance on “superhuman” leaders



Share experiences

Build connections with peers facing similar workload challenges



Ideate & plan for the future

Identify and commit to concrete actions to improve personal sustainability and organizational resiliency

The Personal Domains Wheel

Mental/emotional
wellness

Spirituality

Physical
health/exercise

Sleep

Nutrition

Personal finances

Hobbies

Vacations/adventure



Education

Personal Growth

Parenting

Coupleship

Extended family

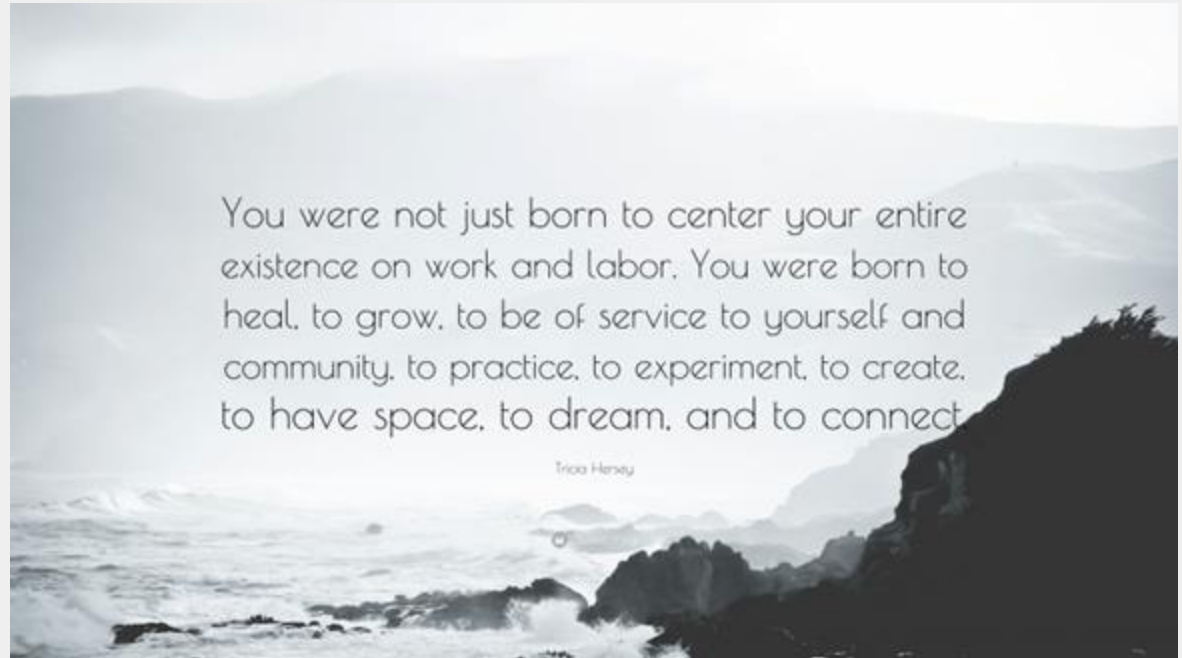
Friendships

Community

Rest

“Most of us respond to rising demands in the workplace by putting in longer hours, which inevitably take a toll on us physically, mentally, and emotionally. That leads to declining levels of engagement, increasing levels of distraction, high turnover rates, and soaring medical costs among employees.”

Schwartz and McCarthy, The Energy Project, Harvard Business Review



What can you learn from your energy audit results? What can you celebrate?
Where are you struggling?

Our heroic impulses most often are born from the best intentions. We want to help, we want to solve, we want to fix. Yet this is the illusion of specialness, that we're the only ones who can offer help, service, skills. If we don't do it, nobody will. This hero's path has only one guaranteed destination — we end up feeling lonely, exhausted and unappreciated.

— Margaret Wheatley, *Leadership in the Age of Complexity: From the Hero to the Host*

Liberated Leadership offers a *new way to work* so that you can give up the hero's cape, empower the people around you and have your greatest impact.

What patterns of overwork or self-sacrifice do you notice in your own leadership?"

How do these patterns impact your team and your institution in the long run?

What would be different if you resisted the pressure to be a heroic leader who “fixes things”, and insisted on taking space for wellness, reflection and presence?



Work Boundaries

Share a time when you set a work boundary to protect something you value in your life.

What is one new behavior/work boundary you are willing to try out?

We protect what
we value the
most

Welcome to the Leadership Lab

“What small shift can you experiment with in the next month to prioritize your wellness & energy?”

What work boundary are you willing to try out?

“What experiment can you try out to make your organization less dependent on your superhuman effort?”

Who will you ask to help you to be accountable to yourself?



Photo credit: Cottage Life

Thank you!



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**Thank you for attending
this session!**



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