

# Leadership in a Time of Disruption

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HOW TO KEEP YOUR  
TEAM EMPOWERED,  
ENGAGED AND  
PERFORMING

# Territory Acknowledgement

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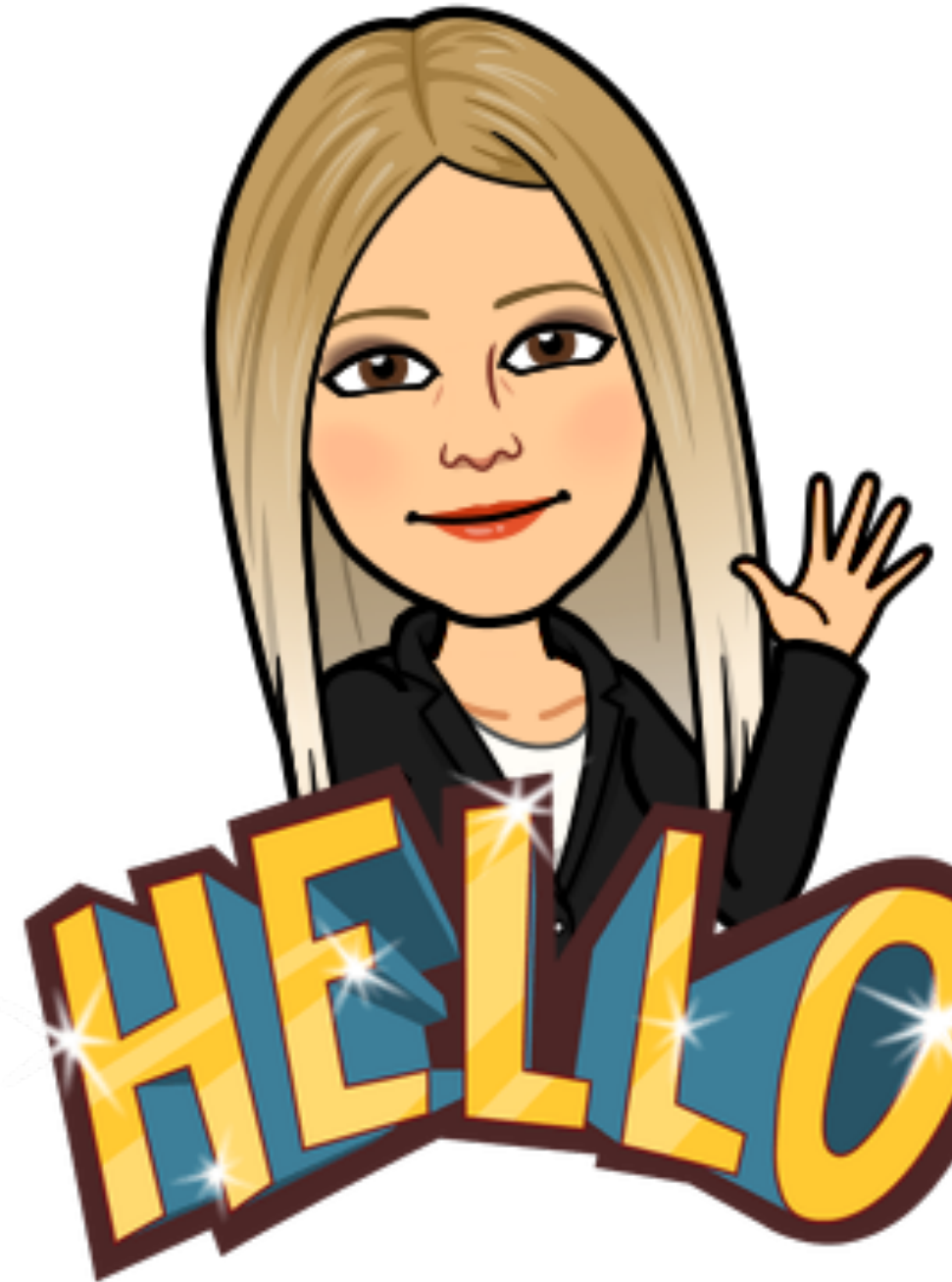
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ACKNOWLEDGEMENT/](https://native-land.ca/resources/territory-acknowledgement/)



# Nice to E- Meet you!

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CHAOS





# What are we going to do?

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For whom?

Reactive & Responsive

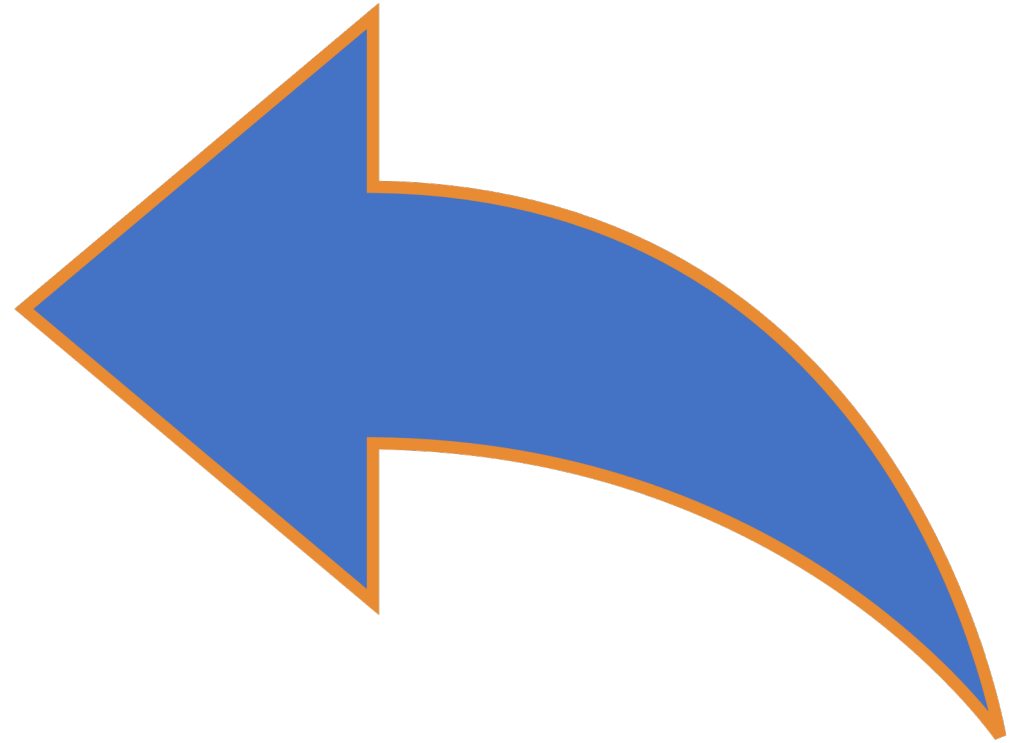
Calm & Controlled

What have we done before?



Back to 2015

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### CCEE Vision Statement

To be the leader in quality experiences in co-op, career and experiential education in Canada.

### CCEE Mission Statement

We bridge learning to practice by cultivating student talent, career development, and individual growth through proactive engagement of industry, academia and community.

To accomplish our mission, we:

- See each student and stakeholder as unique and deliver an individualized, quality experience;
- Foster employer and community relationships to identify and support hiring needs;
- Provide career guidance and coaching through quality and innovative programming;
- Act as an integral conduit for external partners to engage with Brock;
- Facilitate quality experiential opportunities;
- Empower students to reach their full potential.

# CCEE – Mission Vision

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# CCEE Values

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## Co-op Career & Experiential Education Values



**Respect:** We treat others as they wish to be treated.

**Teamwork:** We work in a coordinated and cooperative effort towards a common goal.

**Pride:** We take responsibility, ownership and perform to the best of our ability with the expectation of the highest level of professionalism and results.

**Passion:** We have a strong enthusiasm for the careers and success of ourselves and others.

**Integrity:** We act in a manner consistent with our words and beliefs.

**Quality:** We strive to satisfy and exceed expectations by providing an excellent experience.



We were missing one thing.....

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**Our Why**



Our Purpose

Our Why

# Clifton Strengths by Gallup

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EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

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March 2020 (dun dun duh...)

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How do you lead  
through something  
that nobody has  
experienced in our  
lifetime?

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**DON'T  
PANIC**

# What changed?

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What you do change?

How you do it?

What are you trying to achieve (big picture) change?

Your strategy?

Did your why change?

Or did your lens change/accelerate? What base were you working from?

# CHANGE





# Foundation

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Trust and Teamwork (putting up the tarp)

Strengths based leadership – MORE (window vs. a mirror)

Passion for other's passions

Communication – I will tell you what I can tell you when I can tell you

Listen, receive information, make decisions

The retirement regret – base for empowerment

Take care of yourself to take care of others



# Lean into your own Strengths as a Leader

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What are your talents? Superpowers?

How do you listen and make decisions at the same time, especially under pressure?

If that, then what?

Trust

Build the foundation – start now, use this as a place to build from

Leadership Journal

Red thread and You





# Lead with Purpose

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KNOW YOUR WHY





Bring your Vision/Mission/Values to Life

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What Superpowers does your team have?  
What are their red threads?  
What do they want to do more of that meets the needs of your department?  
What is the key to an employee feeling empowered and engaged?

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My passion –  
Others' passions.  
Thank you



# Recommended Resources

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Nine Lies about Work – Marcus Buckingham

The Good Fight – Dr. Liane Davey

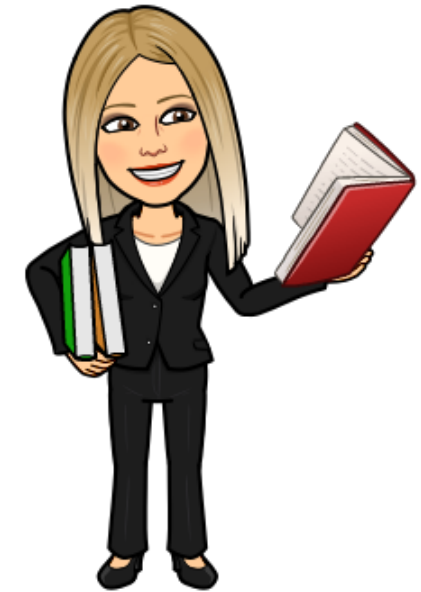
The Situational Leader – Dr. Paul Hersey

Leaving the Shoreline – Dr. Grant Armstrong

Start with Why – Simon Sinek

Disney's Approach to Leadership (Disney Institute)

StrenghtsFinder – CliftonStrengths by Gallup



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