

Session Title:	Katy Catalyst/ Catalyst Collective Stepping Up Without Burning Out (Session 1.7)
Speaker(s):	Katy Murray, <i>Coach and Catalyst</i> <i>Katy Catalyst/ Catalyst Collective</i>
Chair:	Vicky Bannerman
Reporter:	Kelsey Blemings

Speaker/Institution Bio/Information:	Katy Murray Coach and Catalyst Katy Catalyst/ Catalyst Collective
Overview/Aim of session:	<p>Stepping up in our Leadership – without Burning Out</p> <p>What kind of challenges are you dealing with every day, and how are you centring your wellbeing as you navigate them?! A reflective and interactive session to explore how you can step up in your leadership, without burning out, even through disruptive times. Come open, curious and prepared to share... expect practical tools and compassionate challenge!</p>
Workshop Content	<p>The session gave participants the opportunity to reflect on their personal experience with leadership based upon theory presented. Much of the session was roundtable discussion, I would recommend you answer some of the below questions whilst reviewing the slide deck to make the most of this resource.</p> <p>Introduction to the session through roundtable discussions:</p> <ol style="list-style-type: none"> 1. What do you love about being part of this network/community/membership? 2. Where's your energy level at right now, what's your battery % charge? <p>Questions to answer in the session:</p> <ul style="list-style-type: none"> • What do we love, what gives us energy? • What does success/stepping up look like for you as an individual? • Community/connecting with others and what does a sense of allyship mean <p>VUCA Theory:</p> <ul style="list-style-type: none"> • Volatile • Uncertain • Complex • Ambiguous <p><i>Please refer to the list of questions on the slide around VUCA. Katy asks you to read the questions and see how many you are saying</i></p>

'yes' to. What do you recognise or NOT recognise, do you have any blind spots?

Side of the desk - put it to the side, all of the other things you have to consider/think about outside of your 'day job' and the ever-increasing demand of being asked to do more with less.

Personal reflection: what does stepping up without burning out, mean for you?

Comments from the room:

- *Job title matches responsibilities*
- *Not needing to know all the answers*
- *Hard to say 'no' – is this going to look bad or like I cannot manage my workload?*

Meet your host

Katy then introduced herself as a starter to encourage participants to think about 'which aspect of your personality do you lead with?'

Katy is the owner of Catalyst Collective and a business consultant, an author and a coach. But Katy is also a daughter, friend, sister, mum, and learner. Katy loves to dance, not a dancer, just loves to get up and move!

Participants were encouraged to think and their personality and its intersectionality:

- What identity do you 'lead' with?
- What do you censor/edit/bend out of shape to fit in?
- What bias and barriers do you navigate?
- What privilege do you hold?

Bias and Barriers: a selection

Please refer to the list on this slide: If you look at this list and don't recognise them, it may be a knowledge gap for you but also could be lived experience for someone else; how does this impact them?

Visibility, vulnerability – particular set of challenges which the 'majority' of people may not experience. Available in Katy's [book](#) in more detail.

Personal reflection: what does 'success look like for you?'

- What do you actually want? Have you ever that question, beyond what other expectations, or 'the track' demands?
- What are your drivers?
- What do you actually want in your life?
- What contribution do you want to be making, and what life do you want to be creating?

The life created may be made through lots of small meaningful actions, not necessarily all the big decisions.

Personal reflection: consider what you LOVE. *Please note that this was through a short, guided reflection, Katy mentioned free*

opportunities to get involved through connecting on [LinkedIn](#).

How do we step up, how do we navigate

A spa day isn't the fix! Systematic issues with burnout that need to be addressed

- Disrupt – can you spot behaviour and call it out? Have a conversation and don't just take it as the norm. Who can you talk to, where can you get allies to help you have these conversations etc.
- Detox – changing from being that 'always on' culture, live in line with our ebs and flows of our battery (e.g. creative work in the morning if you have higher energy)
- Build your own deep sense of enoughness – internal talk and conditioning of workplace saying you aren't enough (women/minorities experience this more)
- Care for yourself, prioritize your own joy (energy and sustainability)
- Build your own networks – strategic/external
- Create a visibility plan – if you want to think about that next role, which gives you more joy and play to your own strengths, then you need to be visible (good work doesn't always speak for itself, you need to make it visible so that others and YOU can benefit). White men are better at this because it's a learnt trait, some people may need to challenge themselves to do more
- Be very focused and ruthless with what's in and what's out
- Ask to share the office/admin/home workload
- Call out / call in colleagues
- Find allies and work on this together
- Model the kind of leadership and flexibility that you want to receive and experience
- Sponsor, mentor and uplift – who are your pouring into, and do they look like you? We tend to hang out with, support and resource those who look like us, how can you challenge this yourself?

What leadership do you want from the people that manage you? Do you need to ask for it or get together with peers to all ask for it? Can you model the behavior, the impact of this may change the culture (e.g. 45-mins instead of one hour)

Discuss: what stood out on this slide for you?

Experiential Toolbox – what can you use?

Quick Energy Top Up

- Use the battery audit

	<ul style="list-style-type: none"> • Spot patterns – how do you map this and then make changes to support your energy levels and get the best out of you. Trial doing this over a month, it's golden data and gives you clues as to how to plan your workload/communicate with colleagues • Make small shifts – dial up, dial down <p>Joy</p> <ul style="list-style-type: none"> • Create a Joy list • 30-seconds, write down at least 5 things that give you joy, top up your battery • Identify one on your list which you can do in the next 24-hours, one you can do next week when back at work etc. • Useful to help you disrupt and detox – it's a good reminder / helps you prioritise • Recommend really small things on the list so it's not a big deal, but it's achievable • Finding the joy in being present (even in the tiny moments – e.g. making a cuppa) <p>Using the holistic resilience map... chapter 3 in book: Change Makers</p> <p>Enoughness Self-efficacy that we can get stuff done, and this supports our mental and physical health Pick an affirmation</p> <ul style="list-style-type: none"> • I am enough • I do enough • I have enough • I have all that I need to take me to the next step <p>Today and YOU</p> <ul style="list-style-type: none"> • What are the key insights from this session for you? • What particularly challenged you in the session? • What is your best/smallest next step? • How can you share this learning with others?
<p>Case Studies/Examples:</p>	<p>N/A</p>
<p>Scenarios/Roundtable discussions:</p>	<p>Embedded above in session content.</p>
<p>Questions and Answers:</p>	<p>N/A</p>

Summary/Key takeaways:

- Find what you love and gives you energy
- Identify what success/stepping up looks like for you as an individual
- Consider which personality you 'lead' with in various situations – is your personality as a leader at work different to when you're with family/friends
- Acknowledge your own and others bias and barriers – appreciate that what may be a blind spot for you could be lived experience for another. How can you address this knowledge gap?
- Build a strong community who you can call upon for support, and identify allies who can support you in calling out negative behaviour
- Be prepared to be uncomfortable and challenge the 'norm'
- Model the leadership you wish to give and receive
- Experiential toolbox – find what works for you and utilise it