

October 8, 2020



5 Ways to Be a More Resilient Leader

By Rachel Semple

From the FlashPoint Leadership email April 13, 2020

People Are Your Strength

Leaders Practice Resilience when times are tough

There are a lot of words to describe what we're facing Right Now: unprecedented, challenging, unpredictable, uncertain, difficult, etc. We're responding to change and disruption with increasing frequency. Leaders need emotional and physical resilience to manage through the shifts coming from COVID-19. We're also facing everyday challenges—office politics, increasing workloads, receiving unexpected news, and navigating new technology (just to mention a few). Resilience – the capacity to adapt, manage, and recover – helps leaders to cope with the economic and health circumstances we're currently facing. Fortunately, this ability can be learned and it is a combination of brain and heart.

If you're seeking to cultivate resilience in this moment, here are 5 tips to help:

- 1. Balance your focus.** Acknowledge the negative but don't dwell there. While being realistic is important, keeping an eye on positive outcomes and opportunities can help. Resilient leaders are actively aware of reality, filtering and tempering their negativity while reframing issues and creating opportunities for growth.
- 2. Know your fears.** Most leaders have some degree of resistance to conflict, avoiding underlying issues for fear of what may be revealed. Leaders who understand their fear and don't allow it to dissuade them from taking the right actions are less likely to get emotionally derailed making both large and small decisions.
- 3. Cope actively.** Resilient leaders acknowledge and identify their emotions while suspending them at the same time. This "cognitive re-appraisal" allows them to manage distracting emotions as they explore facts and reflect on their own biases.
- 4. Identify and prioritize your values.** [Values serve as a foundation of meaning](#) and prioritization, guiding leaders' attention and behavior. Take time to identify yours and relate them to how you're coping or reacting to what you're facing.
- 5. Seek support.** The science of resilience is clear about the importance of social support. Effective leaders are good listeners, building a safe and supportive network that allows them to disclose and share with others as well. One caveat: persistent venting and blaming of others has been shown to impede resilience, so balance is critical.



Spotlighting the Secretary Tonya Washington

Tonya Washington is a Senior Auditor with the Arkansas Division of Workforce Services (ADWS) under the Department of Commerce.

Tonya has been a loyal State employee for the last 26 years. She began work at the Department of Finance and Administration in 1994 and served in multiple roles for the Department of Motor Vehicles. In 2008, she transferred to the Office of Field Audit – Collections and in 2012, moved to the Office of Excise Tax – Tax Credits as a Fiscal Support Analyst. In 2013, she was promoted to a Program/Field Audit specialist in Internal Audit and audited state revenue offices which afforded her the opportunity to travel across the state of Arkansas and enjoy its beautiful scenery.

She left D F & A in 2014 and started work as an auditor for the Department of Human Services – Division of Medical Services and in 2016, she moved to ADWS.

Tonya received her Associates of Arts from Pulaski Technical College in 2007; Bachelor of Science in Accounting from the University of Arkansas at Little Rock in 2011; and Master of Business and Administration from Webster University in 2018. She was accepted into the Certified Government Finance Management program in July 2020. She has been an AGA member since 2017 and currently serves as the secretary.

In her spare time, Tonya enjoys cooking, jogging at the Big Dam Bridge, spending time with her grandsons – Jayden and Jacoby, and singing on the praise team at her church.

The true work of leaders is understanding and using what makes them human to bring their best to the challenges of their world. Remember, resilience is built day by day. If you struggle today, just try your best and start again fresh tomorrow.

This article was originally written by previous FlashPoint team member Holly Seaton and has been revised.

Membership Meetings

Meetings are scheduled from 12:00 to 1:00 pm. All meetings will be virtual until further notice.

Monday - October 19

Monday - November 16

Tuesday – January 19

Tuesday – February 16

Monday – March 15

Monday – April 19

THERE IS
NO RIGHT WAY
TO DO
A WRONG THING.



Executive Board Meetings

Monday, October 26, 2020

Monday, November 30, 2020

Monday, December 14, 2020

2020 – 2021 Committee Members

President - Tyler Cain email:

Tyler.C.Cain@arkansas.gov

President Elect - Donald Bellcock email:

Donald.Bellcock@arkansas.gov

Secretary - Tonya Washington email:

Tonya.Washington@arkansas.gov

Treasurer - Carl Danley email:

Carl.Danley@arkansas.gov

Community Services – Rhonda Barfield email:

Rhonda.Barfield@arkansas.gov

VP – Communications (Newsletter) – Shalon Bogard

email: Shalon.Bogard@arkansas.gov

NCC Representative – Marcia Moore email:

Marcia.Moore@arkansas.gov

VP – Accountability and Bylaws – Elaine Cossey email:

Elaine.Cossey@arkansas.gov

VP – Education with Co-Chair – Jessica Primm w/ Terri

Baca email(s): Jessica.Primm@dfa.arkansas.gov

Terri.Baca@arkansas.gov

VP – Professional Certification (CGFM)/Membership –

Robin Cline email: Robin.Cline@arkansas.gov

VP – Meetings and Awards – Donna Facen email:

DFacen@littlerock.gov

VP – Membership and Early Careers with Co-Chair –

Clarence Childs w/ Bertha Randolph-Stacker email(s):

Clarence.Childs@arkansas.gov

Bertha.Randolph-Stacker@arkansas.gov

Central Arkansas AGA Chapter Membership Meeting

Join us for a webinar on Oct 19, 2020 at 12:00 PM CDT.

[Register now!](#)

Special Guest will be Gloria Johnson, Equal Opportunity Manager - Arkansas Division of Workforce Services

Gloria will be speaking about the diversity in the workplace and providing an understanding of how human action and consciousness both shape and are shaped by surrounding cultural and social structures.

Please submit, “What does AGA mean to me...” to be published in the next CAAGA Newsletter. Please email submissions to shalon.bogard@arkansas.gov by Tuesday, October 20, 2020.

