

**December 23, 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 Director of Education **Jessica Primm, CPA**

**Mrs. Primm** is the Technical Accounting Manager with the State of Arkansas, Department of Finance and Administration, Office of Accounting – CAFR Section. Her responsibilities include training and technical research of government accounting and reporting issues. Jessica started with the State in 2010 as a CAFR Accountant where she served as the primary contact for multiple agencies, provided technical and accounting assistance, and aided in the preparation of the State's Comprehensive Annual Financial Report. After two years, she was promoted to CAFR Coordinator, where she trained and reviewed the work of CAFR Accountants and specialized in the reporting issues related to fund balance, revenue, expenditures, and intergovernmental transactions. Prior to that, Jessica worked for BKD, LLP for four years conducting audits of both public and private entities. Jessica has been a member of the Association of Governmental Accountants (AGA) for ten years and currently serves as the Director of Education for the Central Arkansas Chapter. Jessica earned her BBA and MBA in accounting from Henderson State University and is a Certified Public Accountant licensed in the State of Arkansas.

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.

Tuesday – January 19

Tuesday – February 16

Monday – March 15

Monday – April 19

THERE IS  
NO RIGHT WAY  
TO DO  
A WRONG THING.



**October 31, 2020**

**Community Service**

**Adopt A Street Cleanup**

**Participants:** Tyler, Linda, Marcia, Jessica, Sharon, and Clarence

**COMING SOON!!!**

**WHAT:** CGFM EXAM II STUDY GUIDE REVIEW

**WHEN:** FEBRUARY 5, 2021 & FEBRUARY 12, 2021

**WHERE:** VIRTUAL- GoToMeeting

**TIME:** 8:30 AM TO 4:00 PM



**Presenter:** Gerald Plafcan, CGFM, CPA, CFE  
**YOU DON'T WANT TO MISS THIS!**

### **2020 – 2021 Committee Members**

President - Tyler Cain email:

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President Elect - Donald Bellcock email:

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VP – Communications (Newsletter) – Sharon Bogard email: [Sharon.Bogard@arkansas.gov](mailto:Sharon.Bogard@arkansas.gov)

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VP – Professional Certification (CGFM)/Membership – Robin Cline email: [Robin.Cline@arkansas.gov](mailto:Robin.Cline@arkansas.gov)

VP – Meetings and Awards – Donna Facen email:

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