

2024 AIM Leadership in Action Conference

Leadership Plenary: Cultivating Resilience Fundamentals

Rahul Kay, MPH, MBA

Moderated by Sarah Aho

December 11, 2024

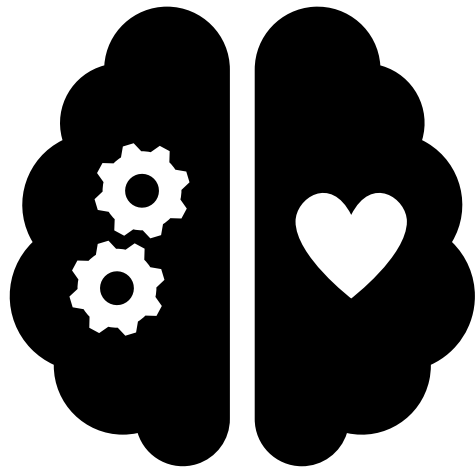


**AIM Leadership in Action
Conference**

New Orleans, LA
December 10 - 12, 2024



Association of
Immunization
Managers



Cultivating Resilience Fundamentals

Rahul Kay, MPH / MBA
SVP Enterprise Wellness

Discussion:

What percentage of New Year's resolutions fail?

80% Fail By Feb.

**Behavior Change is Hard
Literally Rewiring Your Brain**

Cultivating Resilience Fundamentals

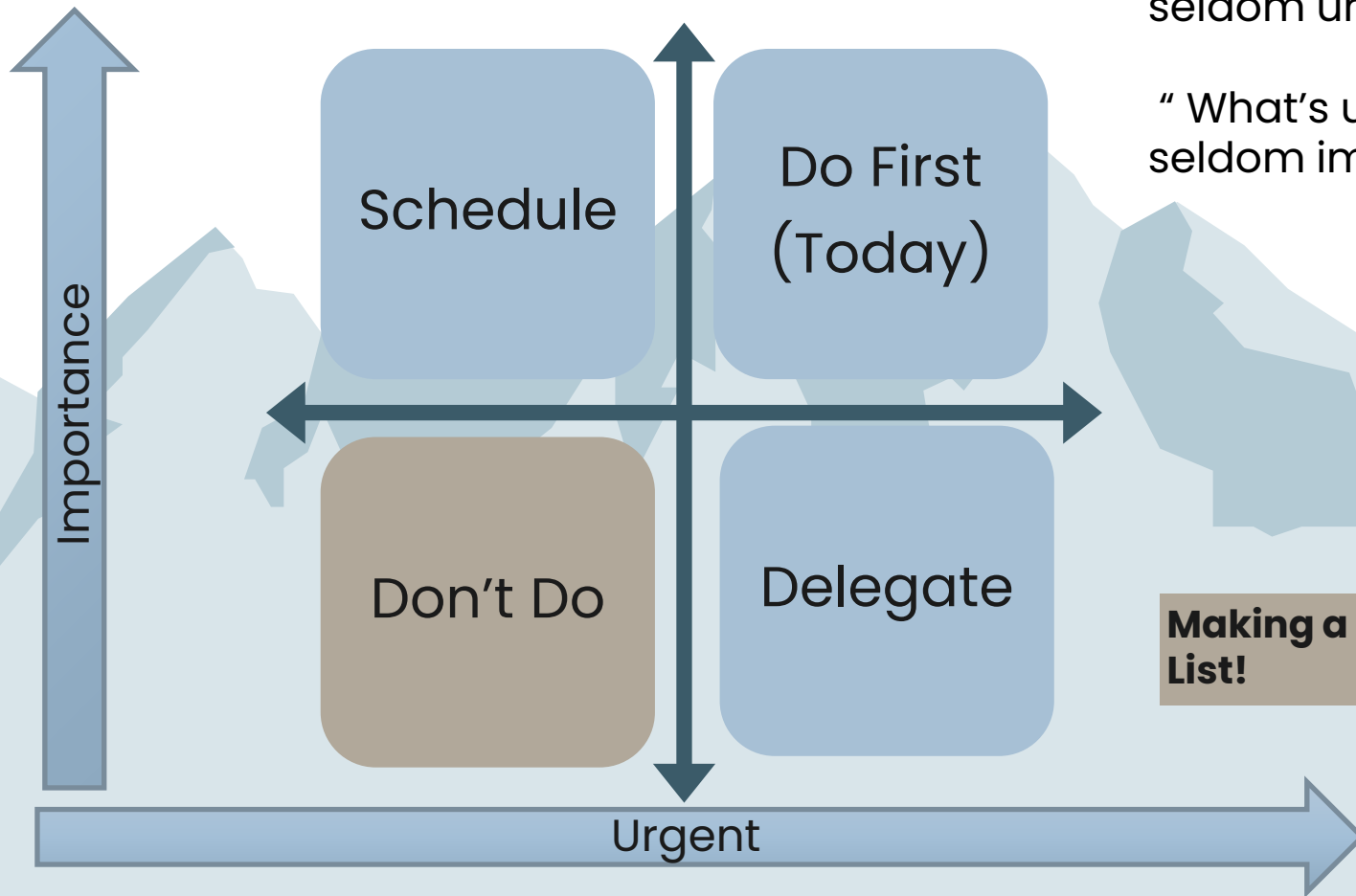


Mental

Physical

Interpersonal

Time Management



“ What’s important, is seldom urgent.”

“ What’s urgent, is seldom important.”

Making a To - Don't List!

Original Order

- | | | | |
|----------|---------------------------------------------|----------|--------------------------------------|
| 1 | Scheduled Phone Calls with Prospects | 5 | Check Emails (2/2) |
| 2 | Create a Fundraising Presentation | 6 | Catch Up with Old Friend |
| 3 | Check Emails (1/2) | 7 | Take a Walk |
| 4 | Important Sales Analysis due by EOD | 8 | Coffee Break with a Colleague |

Suggested Order

1

Check Emails (1/2)

2

Important Sales Analysis
due by EOD

3

Take a Walk

4

Create a Fundraising
Presentation

5

Coffee Break with a
Colleague

6

Scheduled Phone Calls with
Prospects

7

Check Emails (2/2)

8

Catch Up with Old Friend

Planning Your Workflow



➤ PRIORITIZE

01

Do high priority tasks first

➤ PLAN

02

Plan for afternoon lull / energy

➤ REWARD

03

Schedule things to look forward to

➤ MOVE

04

Leave the house (at least once a day)

Key to happiness?



Wanting What You Already Have.

Happiness Equation: $F(X)$ Happiness



What I Have

What I Want

Question to be remain appreciative....

How can this be worse?

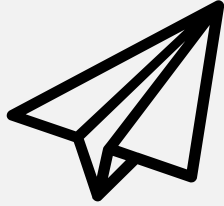
Question to be help with worry.....

Is there anything I can do about this right now?

3'S to Start the Day



Smile



Send Gratitude



Set an Intention

Cultivating Resilience Fundamentals

Mental

Physical

Interpersonal



Home Office: What's Your Setup Like?





Setting Up Your Home Office

- Height (desk is at elbow)
- Personal touches / no clutter
- Monitor: arms length, top of screen is at eye level
- 3:1 standing ratio

Zoom Fatigue...



Constant eye-to-eye contact

Seeing one's own face while talking

Having to sit still for long periods

Interpreting body language

Combating Zoom Fatigue



Audio vs Video

Outside Breaks

Disabling selfie - window

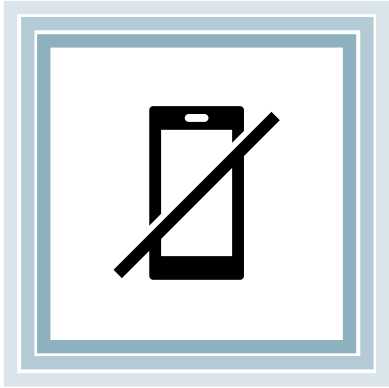
Shrink size of the video call

Discussion:

Raise your hand if you sleep in the same room as your cell phone?



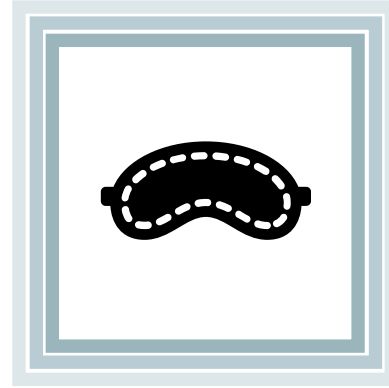
◀ Sleep = Foundation of Self-Care



Sleep with Phone in
Another Room



Don't Work in Bed



Keep The Room Dark
(then bring in light)



Limit Screens the
Hour Before

Cultivating Resilience Fundamentals

Mental

Physical

Interpersonal



Discussion Question





Research suggests loneliness at work highly influenced by the the worker–manager relationship.

How are you likely to check in with a colleague?



**How are
you doing?**

Sample Check-In Questions

-  How has your work stream been going? Where are you feeling stuck?
-  Are there ways I can help support your professional journey?
-  Do you feel like you have enough resources?
-  What's the culture like in your team? How can it be improved?

Fight Right!

Discuss	Discuss one issue at a time
Use	Use "I" statements
Validate	Validate your partner's feelings even if you don't agree!
Don't use	Don't use degrading language
Be	Be accountable
Take	Take turns talking
Don't use	Don't use sarcasm
Avoid	Avoid "you always" or "never"
Aim	Aim for understanding, not agreement

Making It Stick



Mental



Physical



Interpersonal

Boundaries 101

➤ Physical

➤ Mental

➤ You - Time

➤ Ritual

01

Develop your version of the office – claim your nook!

02

When are you “offline” vs my phone and I aren’t talking

03

Identify a “baby” (could be a real one!)

04

Create a sign-off tradition

Potential Habit Changes (<2 min)

-  Journal 1 Sentence
-  Meditate 1 Minute
-  Floss
-  Weigh Yourself
-  Say "I Love You" once



Create a Tracker You Can Physically Mark

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
Mental	X	X	X		X		
Physical	X	X	X				

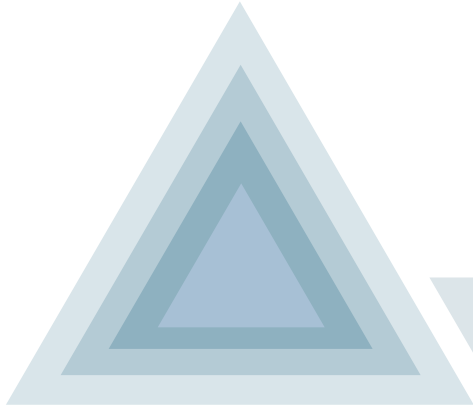
Super Mario Effect



Focus on the Princess / Not on the Pits

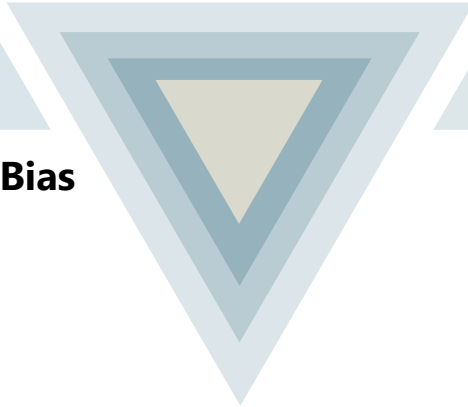
What did we learn?

**Difficult Roads Lead
to Beautiful
Destinations**

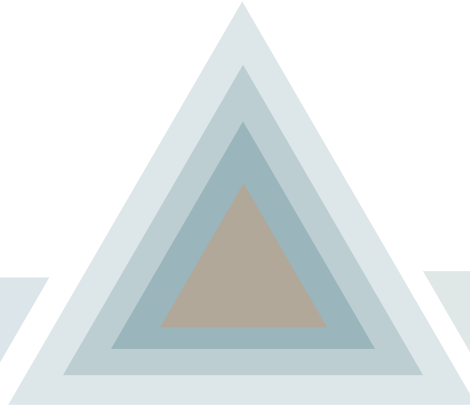


Account for Negativity Bias

Wake Up Right



Ergonomics Matter



Stay Offline



Questions & Thoughts?

*Please line up at one of the microphones
in the room to ask your question.*



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Break Time!

Join us for a networking break and support our Corporate Alliance and Non-Profit partners in the Exhibit Hall from 2:30-3:00 pm.



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