

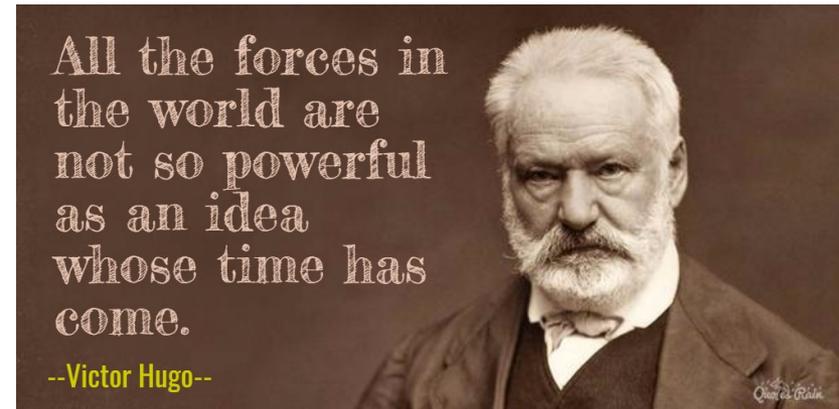


STEPPING UP TO THE PLATE

The Importance of Leadership and Management Skills for the
Ecology and Environmental Management Profession
November 2019

The Big Why

- Public awareness of environmental issues is the highest its ever been
- Good ecology advice needed more than ever to maximise chances for biodiversity recovery
- New habitats – board rooms, Houses of Parliament, financial institutions
- Finite number of ecologists and environmental advisors!
- Lack of resources, time and money



Good collaboration and communication skills are vital

Asking for Support



Mentors / sponsors – self esteem

Mentees / charges - stagnant

Peers

Do you have enough support? Take stock

Practical / Technical help • Advice • Mentors • Accountability •
Sponsors • Investors • Friends • Emotional support •

Bring awareness to what support you have

Asking for Support

An exercise in asking for support:

- Think of a project or problem at work.
- Write out how you need help with it and stick it on your name badge or your lanyard.
- Go into break and see what connections you can make.
- How does asking for help make you feel?



How does this exercise make you feel?

Collaboration

- Social, hierarchical species – fear rejection
- Only a success if everyone gets heard
- Drag your world view over to their world view
- They might not like you, but they'll thank you



Starts with empathy

The Big Why

Burnout – exhaustion, cynicism/demotivation, signs of depression/anxiety and reduced performance.

First described in 1970s in helping professions (Freudenberger, 1974)

- Idealism – hard to ‘switch off’
- Lack of control over workload
- Put others needs ahead of your own



Stress

Anxiety

Isolation

Overwhelm

Good leadership starts with time and energy management

Pushing through

- Energy deplete – immune defences down
- Increased irritability – family bears the brunt
- Less productive – procrastination
- Less creative and decisive – no free head space



**Prioritisation and
time management
skills**

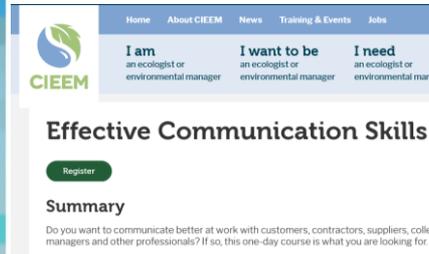
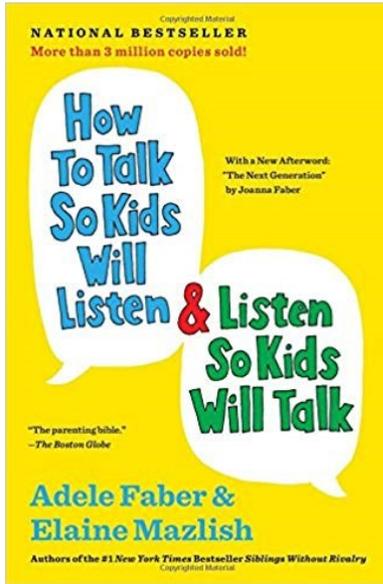
**How to set boundaries
and avoid over-
committing**

**Self-awareness -
what triggers
stress? what do
you need?**

**Effective
communication and
delegation**

Get honest with yourself

Resources



Choose a starting point to being even more effective