

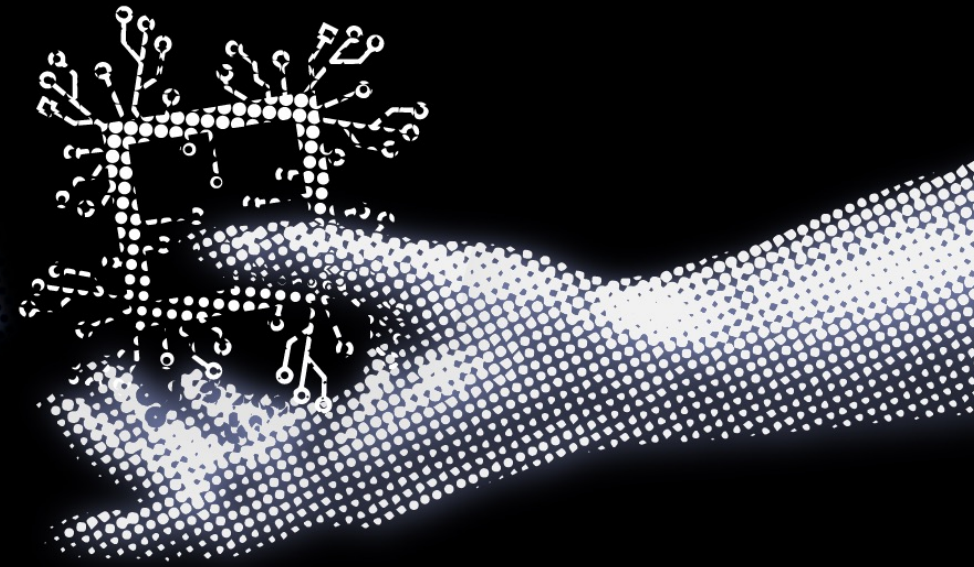
April 30<sup>th</sup>, 2024



evolvED

# CATALYSTS CREATIVITY CONNECTION

GBC'S Annual  
Teaching & Learning Conference



# Navigating Professional Growth: The Power of Reflective Practice in Fostering Personal & Career Growth

Dr. Mary Grogan





# Land Acknowledgment

George Brown College is located on the traditional territory of the Mississaugas of the Credit First Nation and other Indigenous peoples who have lived here over time.

We are grateful to share this land as treaty people who learn, work and live in the community with each other.

[Learn more about our land acknowledgment](#)

# Agenda

- Introduction: Experience & Research
- What is Reflective Practice?
- Benefits -Personal & Professional Growth
- Challenges
- Reflective Practice & Leadership
- Strategies for Reflective Practice
- Student Reflections
- Reflective Exercise
- Discussion

# Reflective Practice

An inward journey that explores experiences to gain self-awareness and insight to promote learning & action for improvement.

- Patterns of thinking, feeling, behaving
- Strengths & gaps -knowledge, skills, etc.
- Critical thinking re: limited beliefs & values
- Unconscious bias & discrimination
- Cultural awareness
- Career plans & change
- Professionalism – ethical, humanistic, service





## Reflective Practice: The Magic Power

---

*Without reflection, we go blindly on our way, creating more unintended consequences, and failing to achieve anything useful.”*

*Margaret Wheatley*

# Self-awareness & career development

The most important relationship is the one you have with yourself; the most important journey is one of self-discovery.

To know yourself, you must spend time with yourself; you must not be afraid to be alone.

“Knowing yourself is the beginning of all wisdom.”

Aristotle

# Reflective Practice Taps into Your Potential

The most fundamental harm we can do to ourselves is to remain ignorant by not having the courage and the respect to look at ourselves honestly and gently.”

Pema Chödrön





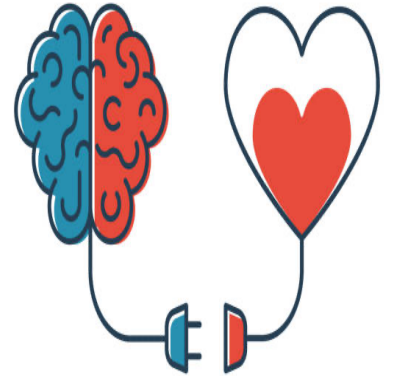
# Self-aware leaders lead with Head & Heart

If you don't have self-awareness, emotional management, empathy, and effective relationships, then no matter how smart you are, you are not going to get very far.

D. Goleman

Empathic, emotionally intelligent work environments have a good track record of increasing creativity, improving problems, and raising productivity.

D. Goleman



# Challenges

- Time
- Emotional Discomfort
- Overwhelm & uncertainty
- Bias & Self-Deception
- Lack of Feedback
- Cultural or Organizational Barrier
- Sustainability



# A New Paradigm of Leadership for 21<sup>st</sup> Century

- Collaborative vs Control.
- Compassionate vs Detached.
- Consultative vs Rigid, Hierarchy.
- Inclusive & Culturally Aware.
- Shared Responsibility.
- Capacity for Rapid Change.





# The 7 Cs of Global Leadership

---

1. Connecting to Self.
2. Change Agent.
3. Communication.
4. Curiosity.
5. Cultural Awareness.
6. Creativity.
7. Community Building.

# How to Create a Reflective Practice?



No one can see their reflection in running water. It is only in still water that we can see. Taoist Proverb

# Strategies for Reflective Practice

- Create a habit.
- time & space.
- A journal.
- Review critical daily experiences.
- Quotes to explore beliefs & values.
- 7 C's – leadership competencies.

# Reflective Questions

Review a joyful or upsetting experience.

- Thoughts.
- Feelings.
- Patterns.
- Values.
- What would you do differently?
- What did you learn or confirm?
- What is an action plan?





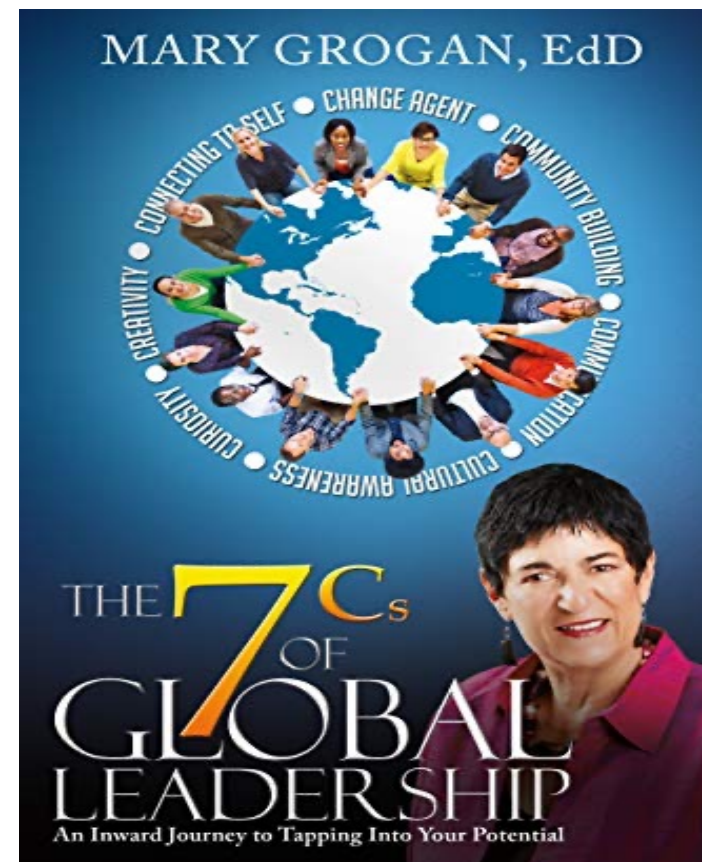
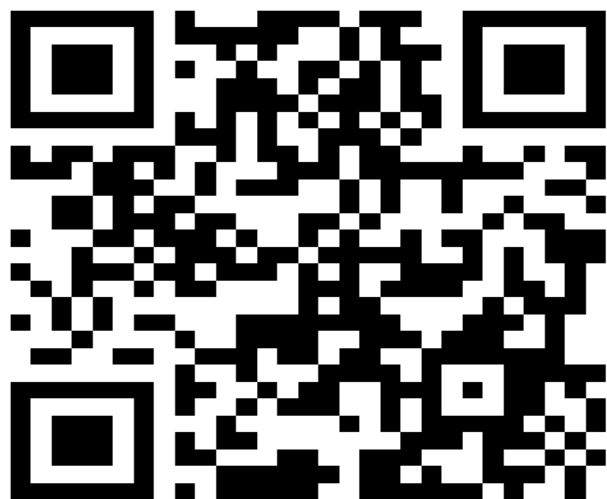
# An Invitation to Connect

[Mary.Grogan@georgebrown.ca](mailto:Mary.Grogan@georgebrown.ca)

[Marygrogan.com](http://Marygrogan.com)

dr-mary-grogan-2b78048

416 6620717



# Conference Schedule

Description	Time
Registration/Coffee/Breakfast	8:00 am - 9:00 am
Opening Remarks	9:00 am - 9:20 am
Keynote 1 - Dr. Rhonda McEwen	9:20 am - 10:30 am
Session Block 1	10:40 am - 11:40 am
Session Block 2 - 20 min	11:50 am - 12:10 pm
Lunch	12:10 pm - 1:00 pm
Keynote 2 - Dr. Ioana Literat	1:00 pm - 2:00 pm
Session Block 3	2:10 pm - 3:10 pm
Concluding Ceremonies	3:10pm - 4:00 pm