



Steady in the Storm

Building a Mindset for Resilient Leadership

Nefra MacDonald

August 8 2025

Agenda

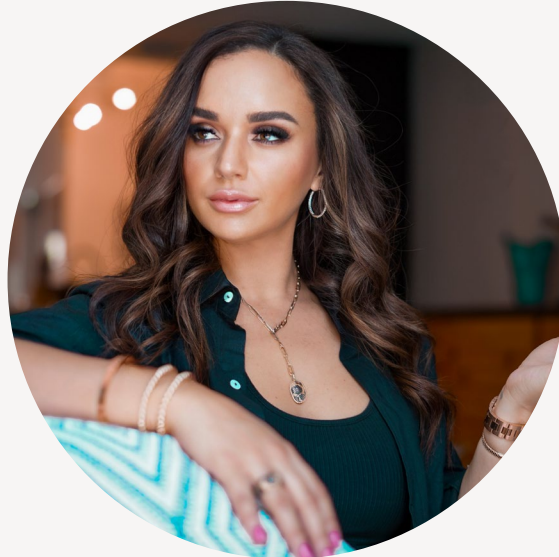
- Let's Begin with You
- Reframe Challenges as Catalysts
- Strengthen Personal & Organizational Resilience
- Lead Adaptively with Long-Term Vision
- Connect and Reflect

TODAY'S SPEAKER

Nefra MacDonald

Director, Strategic Engagement

Clio



SCAN THE QR CODE TO JOIN



- 1. What is one word that describes how your bar leadership journey has felt?**
- 2. On a scale of 1–10, how confident are you in managing stress & leading in uncertainty?**
- 3. What's your biggest current challenge? (Pick 1-2)**

**Reframe
Challenges as
Catalysts**

Uncertainty is not the enemy – it's the training ground.

Trump diversity order sparks pushback from attorney groups

By Karen Sloan

January 23, 2025 6:13 AM EST · Updated January 23, 2025

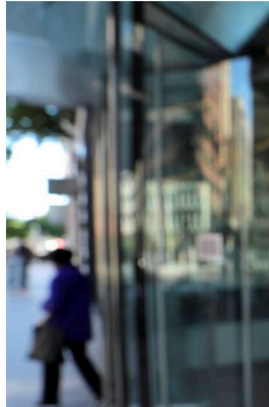


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American Bar Association considers ending diversity requirements for board seats

By Karen Sloan

August 4, 2025 1:24 PM EDT · Updated



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June 16, 2025

American Bar Association files suit to halt government intimidation of lawyers and law firms

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CHICAGO, June 16, 2025 — The American Bar Association today filed a lawsuit against the U.S.



These are the challenges in the headlines...





THE BRAIN CRAVES PREDICTION



**UNCERTAINTY
CAN SPARK
CREATIVITY
IF WE SHIFT OUR LENS**

INSIDE THIS WEEK: A 14-PAGE SPECIAL REPORT ON GLOBALISATION

The Economist

SEPTEMBER 20TH - 24TH 2008 www.economist.com

- Who killed New Labour?
- The war in Pakistan's tribal areas
- America's unending culture wars
- How to save fish
- The last typewriter-repair man

What next?

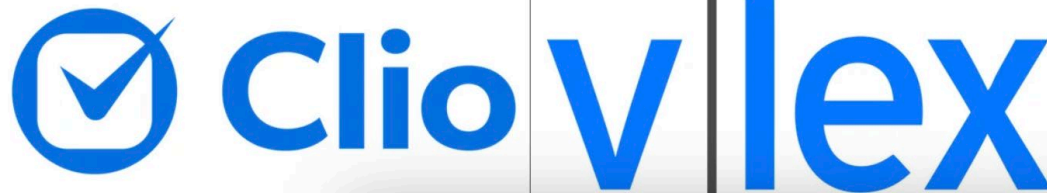


September 2008



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In A Mega Deal, Clio Buys vLex for \$1 Billion, Merging AI, Research and Practice Management



**What is the situation trying to teach me or
invite me to build?**

**Strengthen
Personal &
Organizational
Resilience**

**You cannot pour from an empty cup– and
your tone sets the tone.**

**56% of leaders reported experiencing
burnout in 2024**



Tactics for Resilience



DAILY CENTERING HABIT

What is within my
control today?

Emotional Labeling to Reduce Reactivity



Leadership Affirmations



**What helps you reset when things feel
chaotic?**

**Lead Adaptively
with Long-Term
Vision**

Flexibility \neq instability. It's *strategic adaptability.*

VUCA



VOLATILITY



UNCERTAINTY



COMPLEXITY



AMBIGUITY



VUCA
PRIME



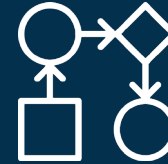
VISION



UNDERSTANDING



CLARITY



AGILITY

The Power of Strategic Pauses

- Make time to reflect and realign
- Ask key questions to stay on course
- Communicate clearly and consistently





Model Calm in the Midst of Change

You're not just managing the moment—you're modeling what it looks like to thrive in it.



**Connect and
Reflect**

Roundtable discussions

10:00– 10:20

- 1. Where have you felt the most pressure or uncertainty in your leadership role over the last year—and how did you respond?
 - What worked, what didn't, and what do you wish you had in your toolkit?
- 2. How does your bar currently support wellness and resilience—for you and your members?
 - Where are there gaps, and what one new idea or resource could help close them?
- 3. When you think of “resilience and adaptability” in bar leadership, what does that look like in action?
 - What would change if more of us led with that mindset in challenging times?



Share Back



5 Practices for Staying Steady in the Storm

- Center Yourself Daily
 - 2-minute grounding practice (deep breathing, brief journaling, walk)
 - Ask “What is within my control today?”
- Name the Stress
 - Use emotional labeling (“I’m feeling pressure around__”)
 - Creates psychological distance and clarity
- Flip the Frame
 - Reframe setbacks as data or redirection
 - Ask “What is the opportunity here?”
- Stay Connected
 - Build peer check-ins with fellow bar leaders
 - Practice shared problem-solving, not isolation
- Keep the Long View
 - Revisit your core values or mission weekly
 - Ask: “How does this moment serve the bigger picture?”



Being steady doesn't mean never wavering. It means coming back to center—again and again—with purpose.

Thank You

