

# You Got This: Learning To Lead In Crisis

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Week Six: Your New Roadmap: Thriving  
In The Next 18 Months

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# Recap

## Foundation and Building Leadership

1. Define reality (again and again)
2. Safety, predictability & control (based on that reality)
3. Address unmet needs
4. Compassion vs empathy
5. 5 tools to leverage conflict
6. Building **resiliency**
7. Reopening
8. The right questions, 2 way communication, change you!



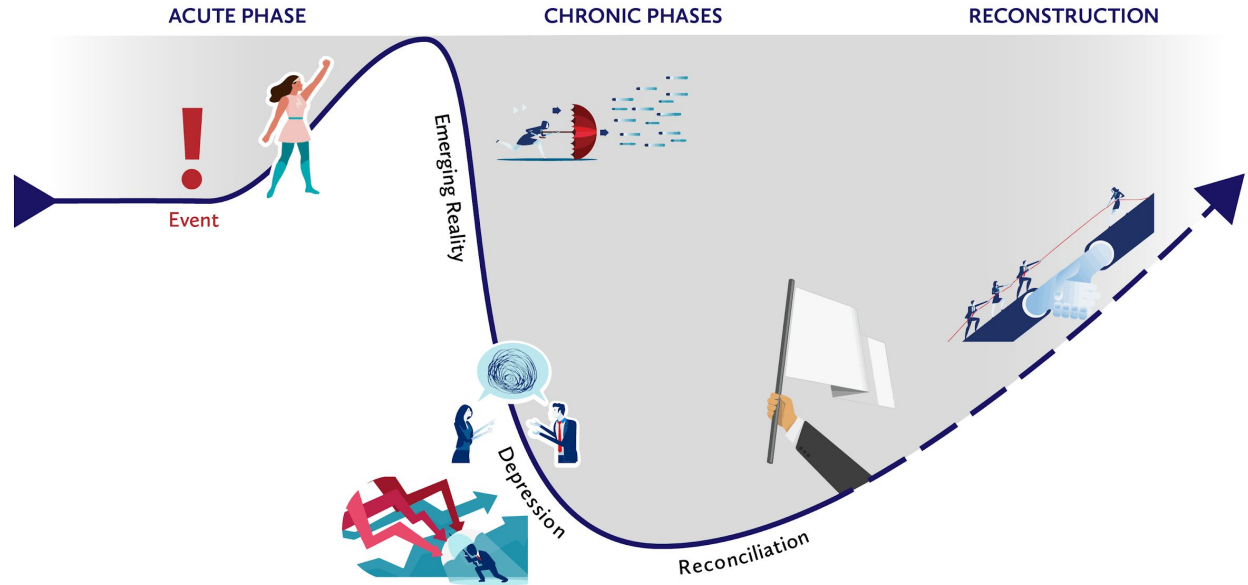
Today: **Thriving During The Next 18 Months**

# Group Guidelines

1. Confidentiality
2. A.P.I.
3. Adapt, not adopt
4. The wisdom is in the room
5. Step in / Step up



# The Crisis Curve

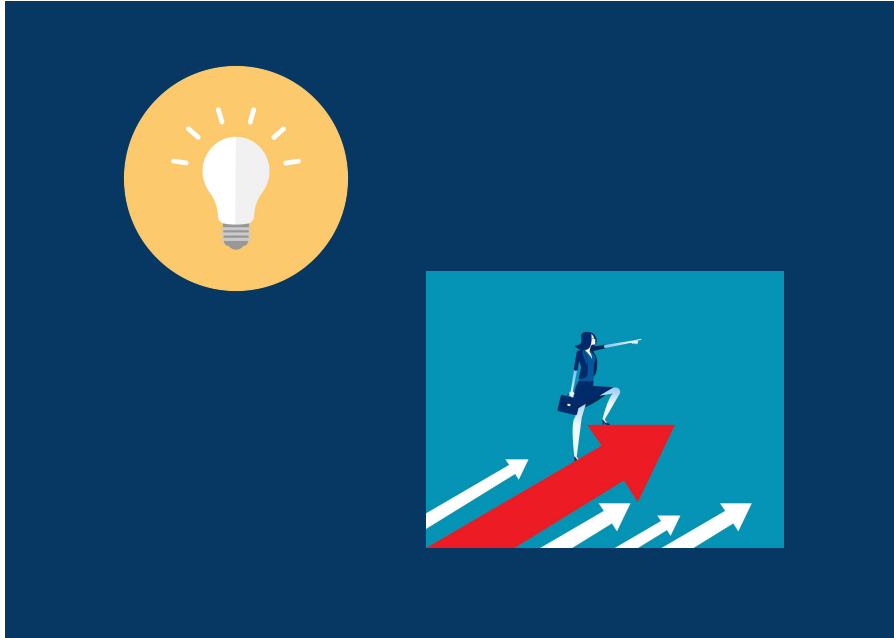


# Poll: Thriving In The Next 18 Months



1. Finding the right information
2. Leading through changing environment
3. Picking the right opportunities to innovate
4. Sustaining or rebuilding culture
5. Resources to maintain organization and team
6. Other

# Thriving In The Next 18 Months



1. Right information
2. Leadership
3. Innovation
4. Culture

# What Is Culture?



“Don’t ask. It’s just part of our culture.”

“The way we do things around here”

The way work gets done around here

# Strengthening Your Culture During Recovery



## **The Leader's Role**

1. What your organization brings to the world
2. Hope, trust, compassion, stability
3. Walk the talk

## **The Manager's Role:**

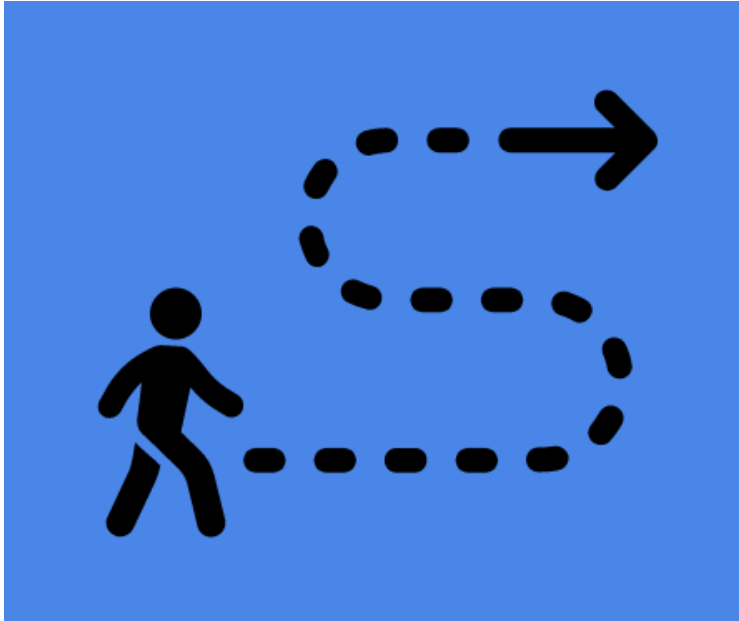
1. New ways of working
2. Compassion
3. Lift up

## **All Employees' Role**

1. Demonstrate the culture
2. Compassion for others



# Leading in the culture changes



- ❖ Expect more than one shift
- ❖ Give people a voice
- ❖ Transparency
- ❖ Varied Communication - Rule of 6
- ❖ Approaching resistance
- ❖ Comfort with ambiguity
- ❖ It's change management adapted!
- ❖ Change is another word for growth

# Leadership in Crisis



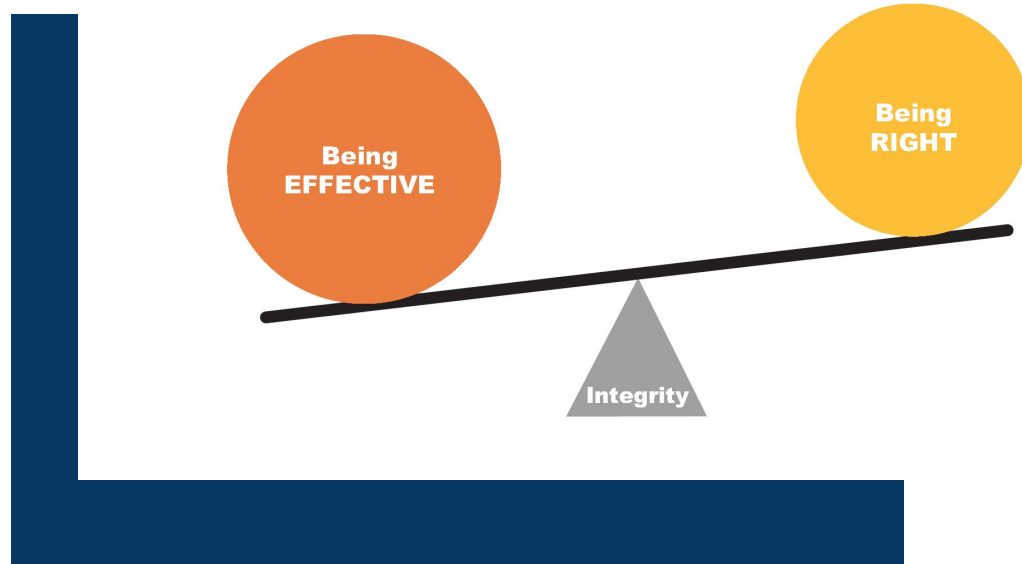
- ❖ Growth mindset
- ❖ The longer arc
- ❖ The plan
- ❖ Seen, heard, valued
- ❖ Reset expectations
- ❖ Metrics & goals
- ❖ Unity

# Effective Authenticity



1. How do you define authenticity for yourself?
2. How can authenticity get in the way of being an effective leader?

# Authenticity + Effectiveness Balanced on Integrity



# Break Outs

**As a group identify:**

Identify Takeaways in Chat (When return in the main room)

**Discussion Questions:**

1. What culture change is needed for your organization to stay effective?
2. What learning edge will you need to focus on to lead through your culture change?

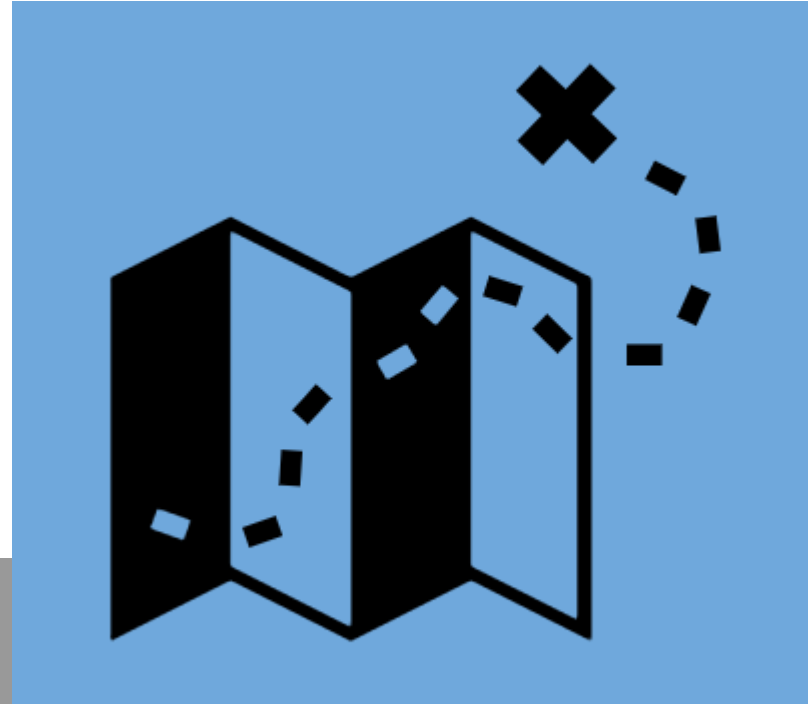


# Idea Sharing



# Up Next: **Leading in The Next Normal**

- Join us to guide your leadership journey as we define the next new normal
- Mark your calendars for **Tuesdays** at 1pm MT/12pm PT: **June 9, 16, 23, 30**
- **28 Days of Leadership to the Next Normal**-including daily check-ins and prompts to tap into skills you already have... in a new way



# Closing & Next Week

- Download the chat - Three Dots
- Check you email for a care card and PDF of slides
- LinkedIn Recommendations







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