

# LEADING IN COVID-19 AND BEYOND

Is about 3 KEY POINTS

Developing confidence in your leadership skills to build teams and businesses for success now & after COVID-19 is all about 3 key areas

## 1. Passion

- reminder of why you run the business you do
- tools to break old habits which do not help you be a good leader

## 2. Compassion

- engaging the team & setting expectations
- understanding of self-management
- ways to maximise team buy-in & commitment

## 3. Action

- options in your control to build a COVID - 19 & Beyond business
- vision for business in COVID - 19
- vision for business in Post COVID - 19 World
- plan for who to tap into for success

## ACTION PLAN

- Include Priorities, Goals, & Steps or help needed to achieve this goal. Do not forget to include a completion date!
- Think about what Leadership means to you then, write down what Leadership looks like to you. How do you compare? What would people in your team say about you?
- Find your passion by asking What, When, Where and How questions. Do your team know your passion & share it? To create, re-kindle or amplify passion we need to make a change. What will you change? Use a Pattern Interrupt Plan

## A PRAGMATIC APPROACH TO LEADERSHIP

### passion

- Energises and Mobilises People
- Creates winning relationships
- Drives Execution
- Builds the Business

### compassion

- People Centred
- Respectful of knowledge
- Values innovation and adaptiveness

### action

- For team
- For clients
- Thought leadership
- Day to day processes required in the business

### Managing yourself to lead / manage your DREAM Team

- Managers are people too and we have bad days. Do not hide it - be authentic. Teams are more likely to trust you if you are being honest.
- Recognising triggers & how to get back on track is essential for a great leader who can mobilise and inspire a team.
- What are your triggers? What are your back on track actions?

### Active listening & knowing your DREAM Team

- What are you doing when you are listening? Make a list when I am Listening I am...
- TIP - if this is not a strong point, create a pattern interrupt activity to develop this skill.
- Leaders who know their team strengths and development areas are better placed to effectively delegate and have confidence it will get done.
- For each of your direct reports write their name, list their strengths and how they can add value to your business or department.

### Challenges

- Those with the best chance of "sur-thrival" take action.
- Adapt to the immediate challenges facing your clients and your team
- Prioritise what is essential and create a pathway to the new normal
- Utilising your Passion answers, your team strengths and the "Sur-thrival" hints create a business focused Johari Window for during COVID-19.

## TOPTIPS FOR "SUR-THRIVAL" NOW AND AFTER COVID-19

Know why you run the business & break bad habits

Engage the team & self-manage

Plan for who to tap into for success

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