Lead Through Change

In today's world, we are seeing highly volatile, uncertain, complex and ambiguous situations clouding our leadership. This is a result of market & competitor pressure as well as the global crises around the pandemic with COVID-19 and social justice with Black Lives Matter movement. As individuals, many of us are directly or indirectly impacted by COVID-19, or coming into awareness or experiencing trauma from BLM new stories. As a team, we are thrust into a remote first world, which compels us to figure out new ways of working. And as organizations, we are constantly reevaluating and shifting our business models to survive.

Leading through crises and change requires these **two core principles:**

CLARITY   In times of change and crises, bringing clarity to the area of focus is critical. Prioritizing what to focus on and communicating that focus helps teams stay aligned during a turbulent time of the unknown.

AGILITY   How work gets done during times of crises and change is just as important as what gets done. This is the time to move swiftly, experiment, learn and pivot quickly. Adapting to what you learn is critical.

Assess yourself

Self-awareness is the first step in leadership. Know where you are in navigating change and what you need. Here is the Kübler-Ross change curve with five key stages and tactics needed at each stage.
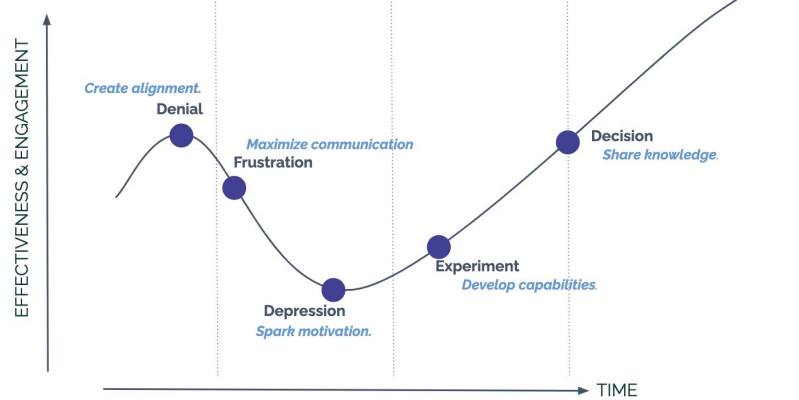
Reach out to us for in-depth 1:1 exec coaching on leading through change.

Reflection questions

Great leaders are self-reflective. Ask yourself these questions regularly:
- What kind of leader do I want to be?
- How might I know I am being that leader?
- Where do I need to shift in my leadership style?

Kübler-Ross change curve + tactics

EFFECTIVENESS & ENGAGEMENT

Create alignment. Denial

Maximize communication Frustration

Depression *Spark motivation.*

Experiment *Develop capabilities.*

Decision *Share knowledge.*

TIME

Assess your team

Just as we build products for customers, build an experience for your team. Know what motivates or triggers your people, what they need to thrive. Set a clear vision you can all rally around and monitor how the team is bringing that vision to life. Iterate!

Reach out to us to facilitate your team north-star & visioning or health check workshop.

Reflection questions

Great leaders ask these questions of their teams:
- What *one* thing makes you thrive at work?
- How much of that are you getting now?
- How might you increase that and what support do you need?

Team north-star statement template

values / how

We are [quality1, quality2]. We

bring [impact] (to [audience]),

mission / what

so that [outcome].

vision / why

Team health checklist

Clarity	Agility
How clear are our goals? How clear are our roles? Do we have the right communications channels?	Do we have the right planning & review cadence? How well do we share knowledge? How safe is it to take risks?

"The leader is one who, out of the clutter, brings simplicity." -Albert Einstein

HAPPY LEADING!