

Crisis Leadership: How to Lead Your Employees Through A Crisis

A team of sheep led by a lion will always be more successful than a team of lions led by a sheep.

NOW is the time for great leadership! It starts with YOU!

Your people want to know 3 things:

1. Can I trust you?

-This means you must have and maintain credibility. Be transparent and direct- remember, "Clear is kind; Unclear is unkind".

2. Do you want me to succeed?

-Be explicit in conveying to your followers that you have provided them with the resources and support for them to be successful in reaching their, and the organisation's, short-term and long-term goals.

3. Do you care about me?

-Remember that fear and faith are borne out of the same thing: The expectation of something that hasn't come to pass, or the belief in something that cannot be seen/touched.

Today's Topics:

- Leading Through the “Grey”
- Organisational Unlearning



Leading Through the “Grey”

Communication

- 90% of great leadership is intentional as humans are inherently selfish creatures.
- Therefore, great leadership requires us to step outside of ourselves to help others.
- Like leadership, 90% of great communication is intentional.
- I’ve created a [guide and worksheet](#) to assist with improving communication.

Leading Through the “Grey”

Participation versus Commitment

As you evaluate your followers’ reactions, consider if they are committed to your collective goals.

It is your job as their leader to inspire and support!

Remind your followers that you believe in them!

Leading Through the “Grey”

How do we inspire and support our followers?

- Between you and anything significant there will be giants in your path. Times of struggle have always been producers of greatness. Don't be a victim of circumstances.

Remember your Circle of Control!

- We are all a combination of those we choose to surround ourselves with, those we choose to listen to, the books we choose to read, the thoughts we tolerate in our minds. Leadership doesn't care who we are (backgrounds, titles, skills) - it's what we surround ourselves with, and allow inside ourselves, that makes the difference.

Organisational Unlearning

Experience that was once valued pre-Covid-19 may no longer be as valuable in a post-Covid-19 world. The “new normal” may show an emphasis on potential and how we can think outside-the-box, work collaboratively to achieve goals, and successfully lead in the “grey”.

- How are you preparing to show your potential?
- How are you preparing your followers to show theirs?

Organisational Unlearning

The Fight-Flight-Freeze response within the body occurs whether we are currently facing a threat or we are merely thinking about one.

It will require *intentionality* to get ourselves back to a growth-oriented, or strength, response rather than a fear response. What strategies can we employ? (Stickers on your desk? Weekly alerts? Ask “Am I surviving or succeeding?” and “Which mode should I be in right now?”)

Remember: You Are A Leader

Although this is an uncertain time...

With the right leadership, we will make the best of our circumstances for our followers, our organisations, and for ourselves.

Do not deny the reality of the situation- deny the finality of it. This too shall pass. It is up to us as leaders to ensure that we all are stronger and better on the other side of this.

Your Challenge

What are you doing today to make you MORE on the other side?

Because we do not know what our “new world” will look like, nor how it will operate, it is important to realise we can no longer rely so heavily on experience. Prior experience merely worked in our “old world”. What we'll need in the future is...? Creativity? Agility? Education/Training? Transparency? Authenticity? Potential?

Questions/Feedback