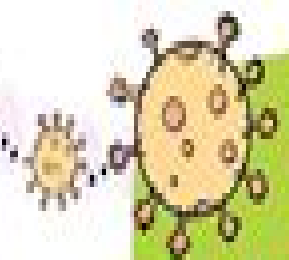


... 3 MONTHS INTO COVID-19



The NEW

Realities of Management & Leadership

May 27, 2020 Discussion Hosted by

? HOW ARE YOU ALIGNING STAFF TO WORK ON COLLABORATIVE OUTCOMES WHEN EVERYONE IS WORKING DIFFERENT HOURS?

? STAFF MORALE... WHAT'S WORKING? WHAT'S NOT?

? WHAT DIFFERENCES DO YOU SEE IN PRODUCTIVITY?

? NEW ISSUES HAVE ARISEN AROUND STAFF ACCOUNTABILITY IN COVID-19

? WHAT'S WORKING IN ABSENCE OF PROVEN POLICIES?

? TEAMS ARE ADAPTING BUT WELL?

? BUT PEOPLE MISS SPONTANEOUS INTERACTION

? PRODUCTIVITY IS SIMILAR OR BETTER? Fewer interruptions help?

? Challenging to get people to take vacation

? HAVING MORE SCHEDULED MEETINGS IS LINKING US NATIONALLY, NOT JUST REGIONALLY

YOU HAVE TO PREVENT PEOPLE FROM WORKING TOO MUCH

There's potential budget impacts

Based on our time

- Executive open door
- Zoom free Friday's
- Alternating Friday's as a rest day
- Weekly check ins
- Bi weekly broad managing
- Bi weekly team hails
- Informal 1:1 conversations
- Daily manager check ins
- A red-yellow-green system to check how people are feeling

Staying Connected

CONFIDENCE

- Coffee / Social
- Photo competitions
- How we expect people to behave in 4 weeks
- No stand at the front of the office to prepare the office
- No did a survey
- No did a survey
- No did a survey

? What's a good?

For some collaboration has been a struggle...

? FOR MOST IT HASN'T BEEN A BIG ISSUE



Less Opportunity for
- Brainstorming
- Coaching
- Creative thinking

Remember...

? ANXIETY & FEAR ARE NOT A STATEMENT OF CHARACTER OR COMMITMENT

? PEOPLE ARE TAKING ON A GREATER LEAP BASED ON CIRCUMSTANCES (NO CHILDREN TO CARE FOR)

Distribute it fairly?

? IF SOMEONE HAS COVID OR HAS BEEN IN CONTACT WITH SOMEONE WHO DOES... INFORM THE WORKPLACE WITH NEED TO KNOW FACTS ONLY

Don't introduce uncertainty

Respond if asked

? INFORM STAFF ABOUT THE UNIVERSAL HAND SIGN PEOPLE CAN USE ON VIDEO CALLS WHEN THEY ARE IN A THREATENING SITUATION

Realities In Management Management For Everyone

Kathleen Armour



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