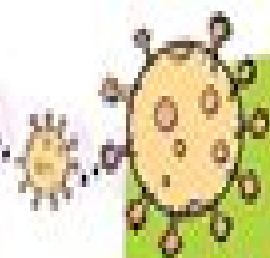


... 3 MONTHS INTO COVID-19



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?

For some collaboration has been a struggle...

1 FOR MOST IT HASN'T BEEN A BIG ISSUE

TEAMS ARE ADAPTING BUT WELL

? WHAT DIFFERENCES DO YOU SEE IN PRODUCTIVITY?

INT. PEOPLE MISS SPONTANEOUS INTERACTION

Less Opportunity for
- Brainstorming
- Coaching
- Creative thinking

1 PRODUCTIVITY IS SIMILAR OR BETTER!
Fewer interruptions help!

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

PEOPLE CAN BE TRUSTED

NEW ISSUES HAVE ARISEN AROUND STAFF ACCOUNTABILITY IN COVID-19

? WHAT'S WORKING IN ABSENCE OF PROVEN POLICIES?

1 Sick leave is down

2 Challenging to get people to take vacation
YOU HAVE TO PERSUADE PEOPLE FROM WORKING TOO MUCH

3 There's potential budget impacts

4 Based on our time

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

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

Staying Connected

1 Coffee / Social

2 Photo competitions

3 How we expect people to behave in 4 weeks

CONFIDENCE

1 No word at the time we're done to prepare the office

2 No ad another way

1 We did people. The Union-Pan has a chance to make a positive impact on our culture, we're going to see, we're going to see.

2 We did a survey



Remember...

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

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

Distribute it fairly!



3 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

4 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

M Lipman



Realities In Management Management For Everyone:

The Myths and Realities of Management Leno Ceno Michelin,1972 The Reality of School Management Derek Torrington,Jane Weightman,1989 Management Stephen P. Robbins,Rolf Bergman,Ian Stagg,Mary Coulter,2014-09-01

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their roles as managers other practitioners policy makers regulatory authorities or participants more generally

Everybody's Magazine ,1910 **Protect the Force Through Risk Management** ,1997 *Management and Administration* ,1921 Includes critical reviews **Management and Administration in Manufacturing Industries** Leon Pratt Alford,1921 **Sales Management** ,1929 **Journal of the Institute of Personnel Management** ,1926
Academy of Management Learning & Education ,2007 Hospital Management ,1922 *Scientific Office Management* William Henry Leffingwell,1917 *Management Accounting* ,1987 **Anarchy** ,1917 *Public Management in the Information Age* Frans Minnaar,Jacobus Cornelius Oostewald Bekker,2005 Although much has been said and written about the need for government to adapt to the new realities that resulted from the transformed paradigms in the Information Age the world is lacking practical tangible solutions on how to respond to these changes Management and Accountability in Theological Education Choo Lak Yeow,1986 *The Chicago Banker* ,1929 *The Reality Record and Builder* ,1903

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