

# Leading well in times of change and uncertainty

April 23, 2020

Webinar starts at 10:30 a.m. CT

**Presented by:**

# Administration



Reminder: We are not offering CPE or HR credit for today's discussion.



For best quality, call in by phone instead of using your computer speakers.



To ask questions during the presentation, use the questions box on the right side of your screen.



# Today's topics

## Leading employees through uncertain times

- Communication strategies
- Tips for managing remotely

## Mental health considerations

- Resources
- Self-care

# Presenter

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## **CARRIE COX**

Senior Consultant, Human Resource Services

- Experience in a variety of HR functions, including a compensation structures, performance management, leadership development, employee classification, recruitment, benefits administration, and training
- Thorough knowledge of employment laws, HR best practices, and organizational development
- Serves clients across industries, including manufacturing, construction, banking, local government, and not-for-profits







# Polling question

**What are your thoughts about managing through a global pandemic?**

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- 1) Business as usual
- 2) Minor effects and we're handling it fine
- 3) Major effects to the organization that we've had to address
- 4) I need a vacation!

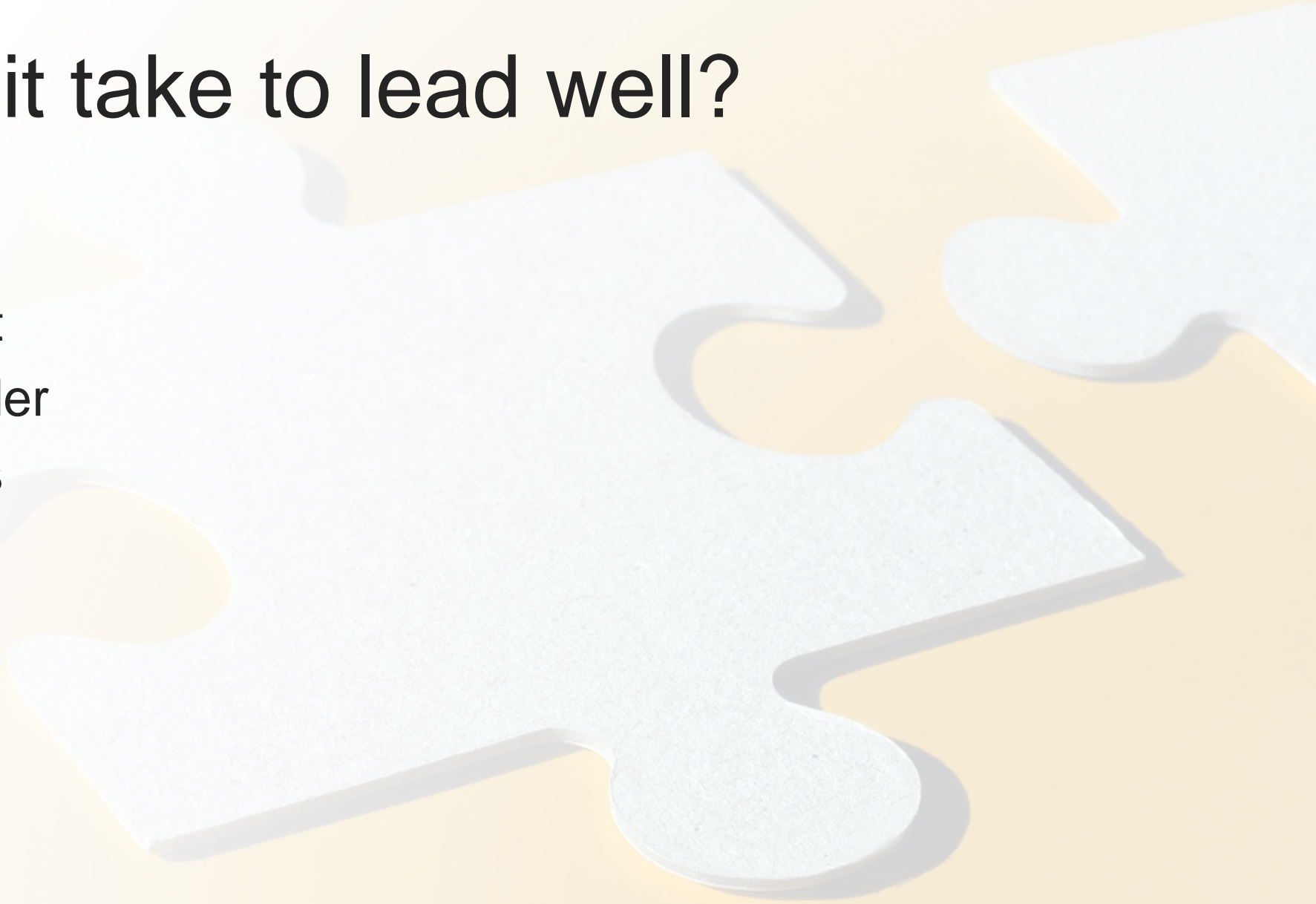






# What does it take to lead well?

- Self-awareness
- Self-management
- Relationship builder
- Encourage others
- Vision
- Resilience
- Adaptability
- Communication
- Managing well\*







# Communication

- Often
- Unknowns
- With empathy
- Multiple methods

# Managing remotely



KEEP  
EXPECTATIONS  
CLEAR



COMMUNICATE  
WELL



MEET



HAVE  
PERFORMANCE  
CONVERSATIONS



REWARD AND  
RECOGNIZE

Me: This show is boring

Boss: Again, this is a Zoom conference



# Build your team

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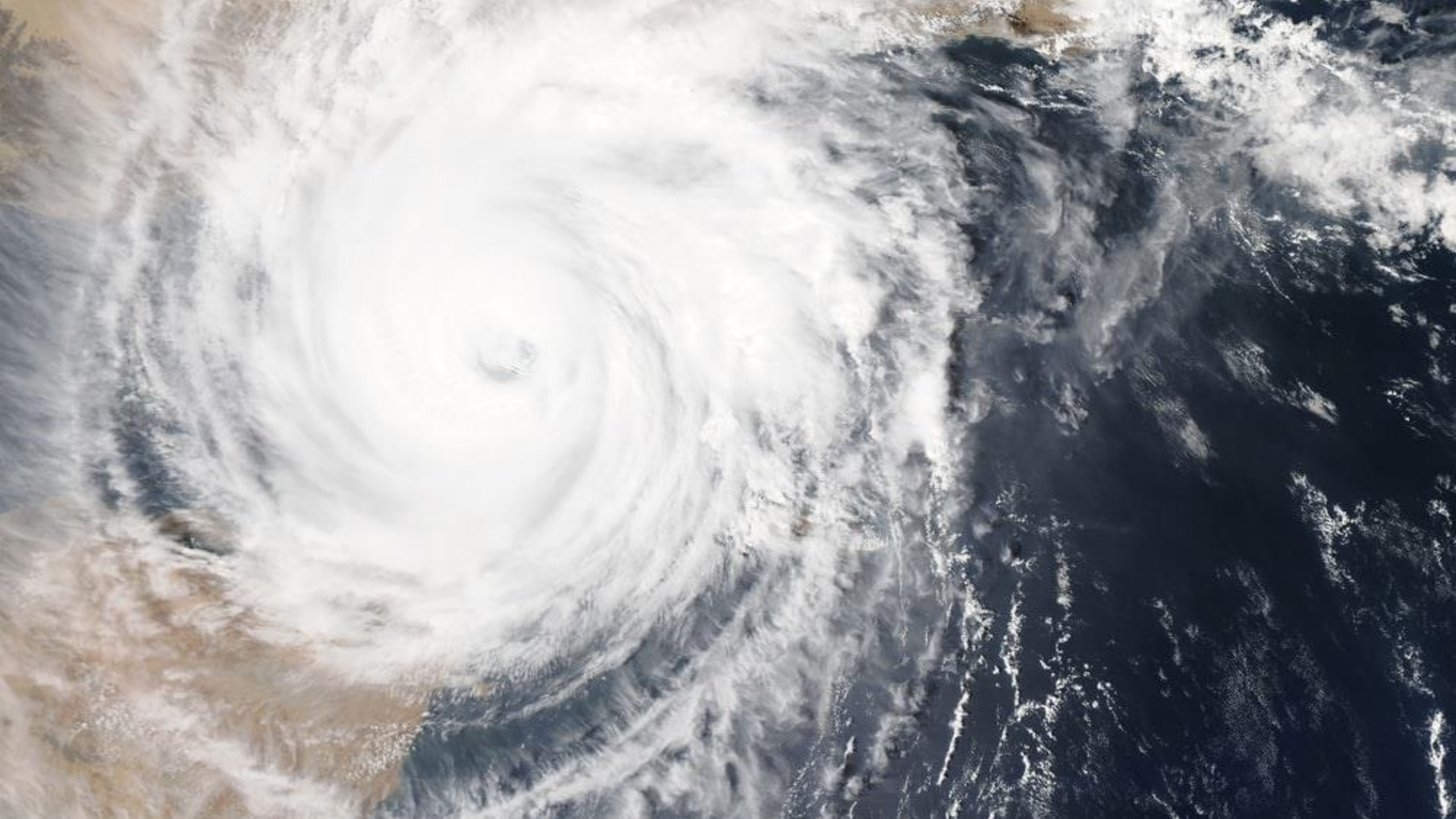




# Mental Wellness

- Check in with others
- Empathize
- Recognize that others perceive things differently







# Polling question

**How is your team feeling at this point?**  
**(Check all that apply)**

- 1) Optimistic
- 2) Settled
- 3) Frustrated/angry
- 4) Anxious/scared
- 5) Other





# Self-care

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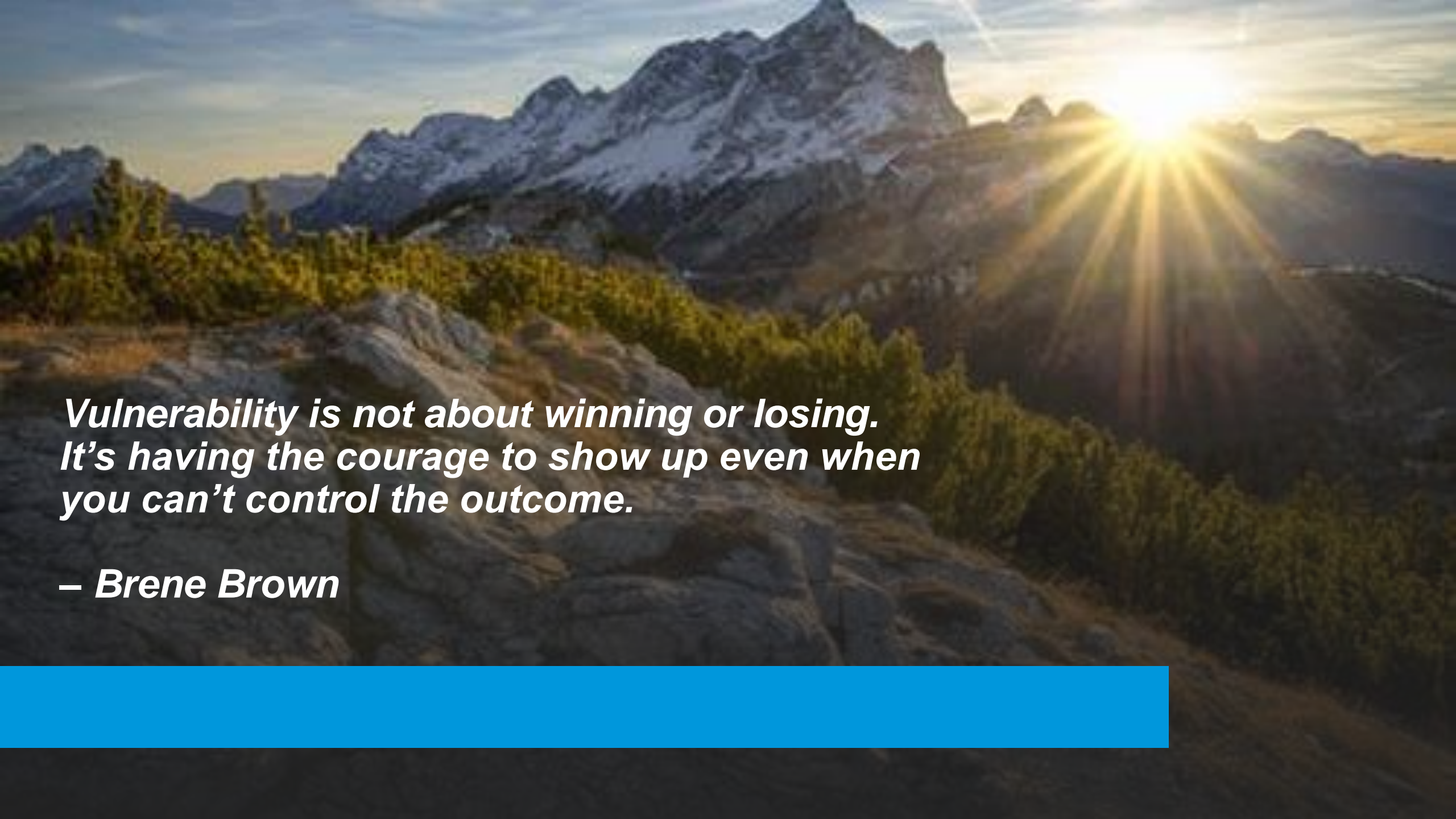
- Stick to a routine
- Sleep well
- Get outside
- Be active
- Connect using technology
- Manage the information flow
- Practice gratitude
- Give yourself a timeout



## Help your employees

- Be flexible when you can
- Give grace
- Show compassion
- Ask for their opinions





***Vulnerability is not about winning or losing.  
It's having the courage to show up even when  
you can't control the outcome.***

***– Brene Brown***





# COVID19

[Home](#) / [Insights](#) / [COVID-19 resources](#)

## COVID-19 resources for employers

Organizations are facing a myriad of decisions and challenges with the rapidly changing landscape on COVID-19.

[AGHLC.com/COVID19](https://AGHLC.com/COVID19)



# Thank you for attending

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A recording of today's webinar will be emailed for your reference or to share with others.



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# Questions?

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Q & A session