

Leader as navigator



Navigating to a 'new normal'

PROGRAMME OUTLINE:

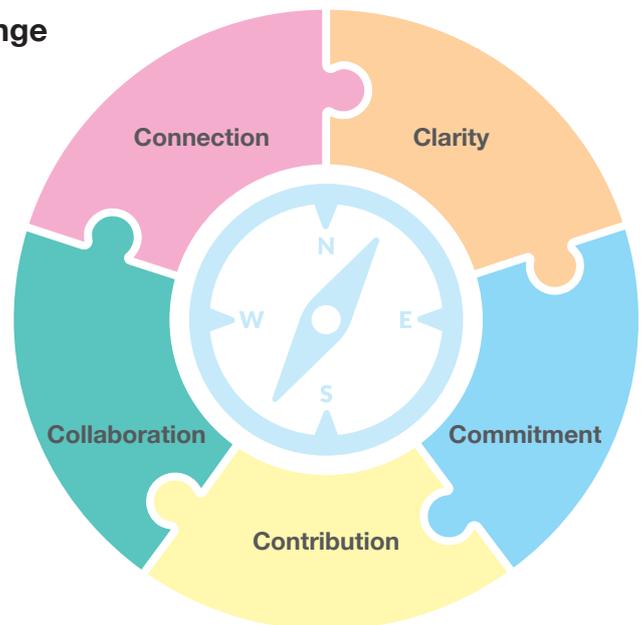
The coronavirus epidemic has fundamentally changed the way we work and, at some point, it's going to change again as we emerge from the crisis and begin to establish a 'new normal'. It is hard to predict what this *new normal* might look like, but it will certainly be different from our traditional ways of working. For some, this level of uncertainty and change provokes feelings of *anxiety*, *loss* and even *anger*. For others, it presents a once in a lifetime opportunity to harness the benefits of *new learning* and *new ways of working*, building on the best of what went before to create something even better.

The *new normal* is not a destination to be arrived at: it is likely to be a state of constant change where *adaptability*, *emotional connection* and *courage* become the critical currency of effective leadership. This programme equips leaders with the *insight*, *agility*, *skills* and *confidence* to safely navigate through change by establishing and maintaining the *focus*, *connection* and *productivity* of their teams through every stage of the journey.

KEY CONCEPTS:

- *Change is constant, there is no destination any more*
- *The leader of change must continuously adapt*
- *The leader must work both IN and ON the team*
- *A balance between task and relationship must be maintained*
- *A combination of mindset, emotional connection and behaviours is required*
- *Some of the skills required will come easily, some will not*

Navigating through change



And the wind and the waves are always on the side of the ablest navigators.

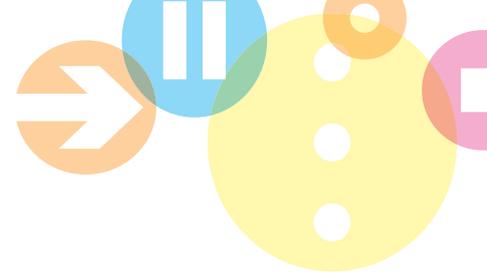
from 'The Rise and Decline of the Roman Empire'
Edward Gibbon (1788)

PROGRAMME FORMAT & DURATION:

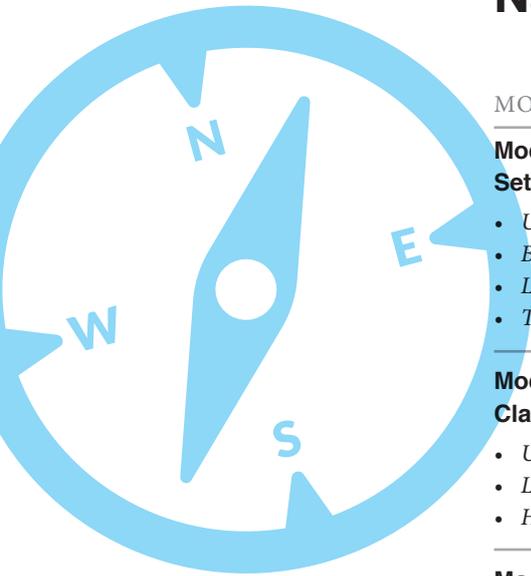
Six 90-minute modules (see overleaf for full details)
Run as virtual sessions – participants can join from any location

GROUP SIZE:

From 1 to 10 people



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MODULAR CONTENT

Module 1

Setting your Compass: *gathering the resources to navigate through change*

- *Understanding the human condition and the natural response to change and uncertainty.*
- *Balancing uncertainty and risk with emotional positivity.*
- *Learn the inner resources which support people through change.*
- *Tools, techniques and daily habits to stay on track.*

Module 2

Clarity: *creating common understanding and approach*

- *Understand the importance of maintaining clarity through change.*
- *Learn how leaders can create clarity of purpose and approach.*
- *Holding course and controlling the controllable.*

Module 3

Commitment: *winning hearts and minds to achieve individual accountability*

- *Understand why commitment can be undermined by change.*
- *Learn how to gauge the levels of commitment of team members.*
- *Learn how to maintain the momentum and motivation of team members through change.*
- *Create a culture of accountability for individual and collective outcomes.*

Module 4

Contribution: *motivating each person to be at their best*

- *Learn how different people and personalities respond to change.*
- *Understand how to get the best from everyone by identifying and leveraging their strengths.*
- *Managing performance in remote or distributed teams.*

Module 5

Collaboration: *enabling teamwork to achieve a common purpose or goal*

- *Learn the importance of constantly assessing how the team is working together.*
- *How to identify what's working, what isn't and where to adapt.*
- *Agile decision making for a fast changing environment.*

Module 6

Connection: *building and maintaining relationships on a personal level*

- *Understand how interpersonal relationships and trust within the team are critical to success.*
- *Learn how to build and maintain relationships, trust and interpersonal connections through change.*
- *Holding difficult conversations and managing conflict in distributed teams.*

For more information, send an email to info@designed4success.co.uk or call us on +44 (131) 357 0369