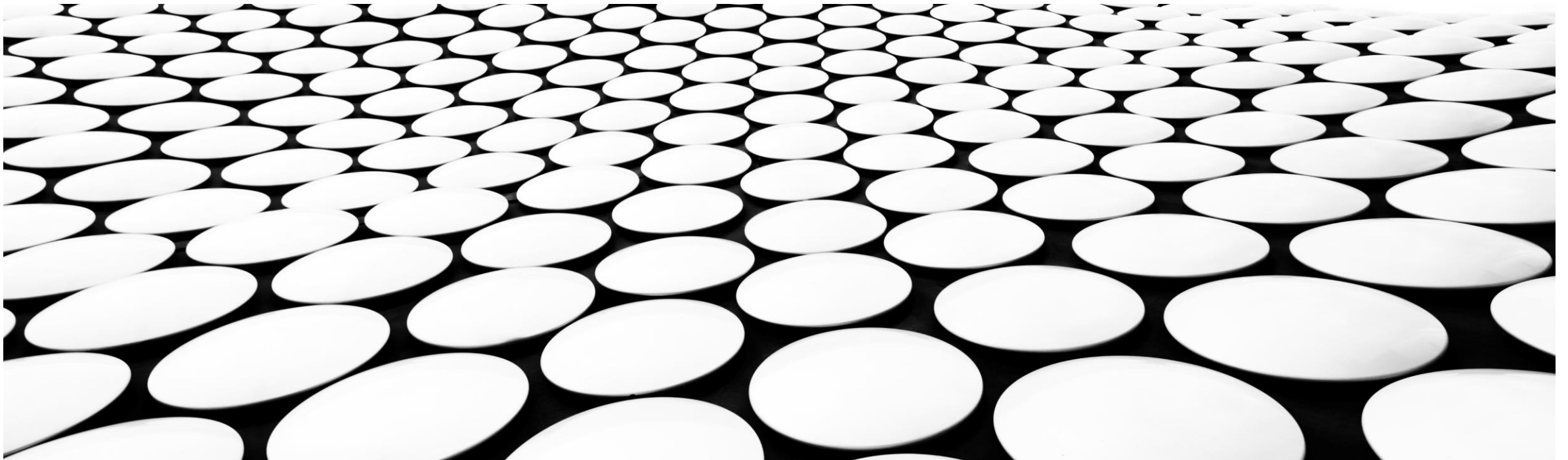


WHAT DO OUR LEADERS WANT RIGHT NOW

SIMON HAGUE



WHAT 3 WORDS DESCRIBE HOW YOU ARE FEELING TODAY?

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WHAT LEADER DO YOU ADMIRE RIGHT NOW?

BREAKOUT ROOMS

**WHAT CHALLENGES ARE YOU SEEING / ASSUMING LEADERS ARE
FACING RIGHT NOW?**

LEADERSHIP IN THE TIME OF COVID-19

- Be flexible, be adaptive, and be willing to make difficult choices.
- What's important, the safety of everyone you're responsible for
- Build a clear plan
- Leverage your team
- Over-invest in communications
- Create connections
- Be authentic
- Manage yourself

Source : <https://www.forbes.com/sites/hillennevins/2020/03/19/leadership-in-the-time-of-covid-19/>

WHAT DO EMPLOYEES NEED FROM LEADERSHIP RIGHT NOW

- 39% of US Employees strongly agree that their employer has communicated a clear plan of action
- 54% of employees strongly agree that they feel well-prepared to do their work
- 48% of employees strongly agree that their immediate supervisor keeps them informed about organisational impact
- 45% of employees strongly agree that their organisation cares about their wellbeing (career, social, financial, community and physical)
- Only 27% of U.S. employees, as of March 19, say they "always" practice social distancing. Another 40% say they practice social distancing "very often."

Source : <https://www.gallup.com/workplace/297497/covid-employees-need-leaders-right.aspx>

EIGHT CRUCIAL THINGS YOUR EMPLOYEES NEED FROM THEIR LEADERS RIGHT

1. They need strong, decisive and compassionate leadership
2. They need to feel accountable and busy
3. They need agreed upon new norms and expectations
4. They need to feel connected to you
5. They need to know that it's encouraged to find a routine that works for them
6. They need to still be learning and developing
7. They need to still feel a sense of human connection
8. They need appropriate tools and guidance to work from home

Source : <https://www.linkedin.com/pulse/covid-19-crisis-eight-crucial-things-your-employees-need-alistair-cox>

WHY COMPASSIONATE LEADERSHIP MATTERS IN A CRISIS

- **Autonomy and Control**
 - The key role of leaders is to provide the resources and clear away obstacles to fulfilling these needs on the path to successful management of the pandemic. Leaders also need to be honest when resources are in limited supply and involve staff openly and honestly in both assessing the impact and risks involved and in making difficult decisions.
- **Belonging**
 - Belonging is fundamental to human wellbeing and the need to belong is greater during a crisis.
- **Competence**
 - Leaders will need to enable and support staff to work effectively during what will be a very testing and prolonged period. Work overload is only sustainable for so long – a saturated sponge cannot take in more water. Leaders must ensure that workloads are manageable if the NHS is to respond to this crisis effectively over the months ahead and not lose staff in the process to a preventable work-related illness, breakdown or a sense of helplessness.

Source : <https://www.kingsfund.org.uk/blog/2020/03/covid-19-crisis-compassionate-leadership>

BREAKOUT ROOMS

**SO WHAT DO YOU TAKE FROM THIS RESEARCH AND YOUR
CONVERSATIONS?**

WHAT IS YOUR TAKEOUT TODAY?

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