Leading In Times Of Uncertainty

What Teams and Managers Can Do

**Ask**
Ask how each team member is doing, how they are personally impacted (e.g. fear, worry, anger, shock) and any support they may need/support they can give others

**Know**
Know the resources and tools that are available to help your team members; ask your HR department for an overview and available support

**Share**
Share ideas and actions to get involved and take care of each other in the process; you are in it together and a shared burden makes lighter

**Assign**
Assign partners who agree to work on new challenges and priorities together; collaborating under pressure can forge new partnership but also put stress on relationships

**Align**
Align any shifts needed in the team to navigate business impacts and/or personal circumstances in the team; reprioritize as a team and make all are informed about any changes

**Meet**
Meet frequently to share quick updates, check in on each other and stay aligned; short but frequent touch points can help adjust to uncertainties in a quickly-changing landscape

Check
Friday Spot-Check: what is working well, where can you step up/improve next week? What else can you do?