

Leading In Times Of Uncertainty

What Teams and Managers Can Do

GOING WELL DO BETTER

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?