Leading in a Virtual Work Environment

LEARN & SHARE
Session Objectives

- Discover resources and tools for remote working and leading dispersed teams
- Engage in meaningful conversation about current opportunities and challenges
- Share insights and explore best practices in addressing challenges
- Review key takeaways that could be shared broadly
Session Guidelines

- Actively participate; ask questions, share thoughts
- Respectfully challenge thinking and agree to disagree [remember we are sharing perspectives not just facts]
- Keep your responses short and concise so others can also participate

Remain curious and ready to ‘unlearn’ as appropriate

Co-create a passionate shared enjoyment of thinking and exploring together:
What is VUCA?
A term used to describe the new challenges facing leaders. VUCA presents boundaries for planning, managing and leading. It sharpens our capacity to look ahead, plan ahead and move ahead.

**Volatility**
The nature and dynamics of change and the rate of speed of the change.

**Uncertainty**
The lack of predictability, the prospects for surprise & the lack of clarity about the future.

**Complexity**
The multiplex of forces, the confronting of issues and the chaos and confusion that surround an organization.

**Ambiguity**
Lack of clarity about meaning of trends and events.
DISCUSS – SHARE – LEARN

- What are you learning?
- What challenges are you facing?
- How can you help other leaders on this call with your insights and best practices?
How Do We Align Challenges, Opportunities and Best Practices to M.A.P.?

**Morale**
How do you keep your teams engaged and connected?

**Activity**
What should you and your team do during this changing climate to learn, understand and be better prepared?

**Productivity**
How do you ensure your team is collaborative, participative, effective & energized?
## How a Leader Deals with VUCA?

<table>
<thead>
<tr>
<th>V: Vision</th>
<th>U: Understanding</th>
<th>C: Clarity</th>
<th>A: Agility</th>
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<td><strong>COMMUNICATE:</strong> relentlessly communicate a sense of purpose and lead people towards it</td>
<td><strong>CURIOUSITY:</strong> ask questions (coach) that challenge the status quo in your organization every day</td>
<td><strong>SIMPLIFY:</strong> cut through the complexity and distill the core down to its essence</td>
<td><strong>DECISIVENESS:</strong> adapt quickly to changing circumstances and make decisions with confidence</td>
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<td><strong>BELIEF:</strong> in yourself and others, supported by facts and evidence</td>
<td><strong>EMPATHY:</strong> get where people are coming from – their hopes, fears and desires</td>
<td><strong>INTUITION:</strong> use the gift of knowing without reasoning, trust your gut and your experience</td>
<td><strong>INNOVATE:</strong> learn from your mistakes and continuously seek new ways to get better at what you do</td>
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<td><strong>FOCUS:</strong> ensure your team’s efforts are aligned and focused on the right areas</td>
<td><strong>OPEN MIND:</strong> explore new ideas, reflect and seek constructive criticism</td>
<td><strong>SYSTEMS THINKING:</strong> approach problems from a holistic perspective (a system of dynamic, interacting and interdependent parts.)</td>
<td><strong>EMPOWER:</strong> value networks over hierarchy, collaboration over control and set people free to do great work</td>
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Key Insights

“M” Morale

• A “recent study found that people who were exposed to just three minutes of negative news early in the morning had a 27% greater likelihood of saying they’d had a bad day six to eight hours later than those who watched inspiring news.” So start your day on a calm, positive note!

• “Building short bursts of exercise into your day could protect you from the mental and physical effects of stress.”

Surround yourself with happiness
Key Insights

“Activity

- Feel good by Giving
- Boost our Immune System
  - Eat Healthy
  - Exercise
  - Sleep

Dr. Greger’s Daily Dozen

- Beans
- Berries
- Fruits
- Greens
- Flaxseed
- Grains
- Nuts
- Spices
- Exercise
- Beverages

Everything we should ideally strive to fit into our daily routine for optimal health and longevity.

EWG’s 2020 Dirty 12™
1. Strawberries
2. Spinach
3. Kale
4. Nectarines
5. Apples
6. Grapes
7. Peaches
8. Cherries
9. Pears
10. Tomatoes
11. Celery
12. Potatoes

EWG’s 2020 Clean 15™
1. Avocados
2. Sweet Corn
3. Pineapple
4. Onions
5. Papaya
6. Sweet Peas (Frozen)
7. Eggplant
8. Asparagus
9. Cauliflower
10. Cantaloupe
11. Broccoli
12. Mushrooms
13. Cabbage
14. Honeynut
15. Kiwi
Key Insights

“P” Productivity:

- Use a family huddle to provide a plan for the day...and make it visible!
- Apply a more structured facilitation approach to your team meetings and huddles.