



Where's your head at right now?

For those that have worked with us over the past 13 years you may remember us talking about the **FUD Factor - Fear. Uncertainty. Doubt**. Well never has it been more prevalent than how most of us, across the globe, are feeling right now. We've often talked with managers about how it's often "ok" to experience these emotions SO LONG as they don't paralyse us from doing what we know we need to do. With everyone talking about it being unprecedented times our human instinct of fight or flight will have already kicked in for many managers.

As many of you know much of our work at Strictly People is face to face and working with groups - perhaps not the best place to be when there's a global pandemic and travel/social contact is taken off the table. Financial challenges are inevitable in this current climate but we strongly believe it won't be a reduction in revenues that would potentially break us but **the mindset we adopt** during these times. So with many of us already or soon to be working from home how can we get our heads in the right place to push through this and come out of it stronger and more competent than when we went in to it? Here's a few suggestions to get the most out of potentially having a bit more time on your hands (silver linings and all that!):

- The number one "excuse" we hear from managers when they aren't achieving certain aspects of their role is **TIME**. Secondly, as I've written about before, manager's just don't do enough **THINKING**. Well a significant number of us are just about to be given that gift - how we use it of course is the key factor. Business often doesn't slow down or stop to let their manager's "catch up" so use this time now to work on project plans and their exceptional execution. Look at processes in your business that have previously made it clunky and identify new and more efficient/effective/economical ways of doing things in the future.
- **Learning** and **self development** doesn't need to be restricted to a "classroom". Whilst we may not be able to "get out" we can still get in touch. Our coaching continues as we move to telephone/virtual coaching. We, personally, will use this time to be even more curious. That means doing more research and looking at product design that sometimes falls by the wayside when we are out and about. Is there a particular area of leadership competence that you could explore either with us through telephone coaching or doing some reading that you've been putting off?
- It's times like this that buys loyalty with your team. There's no doubt that organisations are going to have to make some very difficult decisions. As has been my experience though it's not often the "bad news" that causes unrest but the way in which it's delivered/approached. **Communicating** with your teams, even when there's not a lot to say, is absolutely critical. You may not have all the answers but you can still listen. You can confidently express doubt or uncertainty, while still maintaining authority. Now is not a time to go silent, more than ever before your teams are wanting to see your strength of leadership - be that person!

As I said earlier whilst we may not be able to "get out" we can still get in touch and as BT have told us for years it's good to talk. So if we can support your leadership approach and mindset through these abnormal times don't hesitate to pick up the phone or drop us an email.

Stay safe and we look forward to emerging stronger, with you, once we have all ridden this storm.

Simon & Bryony

t: 0780 662 7043

e: simon@strictlypeople.co.uk

w: www.strictlypeople.co.uk


Leadership Recruitment & Development

