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COACHING, CONSULTING, TRAINING

The Next Steps

Many Leaders have been and are very focused the challenges of the moment, structuring, motivating, taking care of themselves and their teams. Either as leaders leading leaders or as leaders of teams. A time that has woken many people up, brought them out of their routines and made people think again 😊. Many have discovered new qualities in their lives, many also being confronted with themselves as well as a challenging environment at home, coordinating work with other members of the family.... It is not easy to say there are only a few situations but many and varied. All this is taking time focus and energy.

In thinking ahead I have been asking myself what will be the next challenges for leaders, an immediate challenge that I think and feel Leaders should be planning is the moment where we are allowed to go back to the office 😊 For many this time working at home has given them an appreciation what advantages, qualities and meaning “life in the office” offers 😊

I have outlined some thinking and ideas for you to reflect on. The people coming back to work are not the people that left the office some eight, ten, twelve weeks ago. How do we capture that, use it and build on it. People are coming back with new/different expectations, lots of new and valuable experiences – how can we recognize all this, capture it and use it for the better, AND how do we get the motor running again, the people motor.

Back in the office...

Some ideas as to how this could work then some ideas about how this can be prepared.

- A team workshop to welcome everyone back and share the experiences of the last weeks. People will do this anyway and the exchange in the team will add to the common experience and learn from each other, realise others think and feel the same. Hear some good ideas. Understand the different experiences, joy for good experiences and empathy for those who have had a tough time.
- Discuss what we as a collective and individuals have learnt, what do we want to keep, change, apply? How can we support each other? Make plans.
- Clarify business priorities, who do we need to coordinate our work with, who needs what from us, by when. A time for awareness and addressing different

needs. I believe we need to manage expectations that we can't just pick up the pen and complete the sentence that we left.

- Organise follow up sessions – after three weeks and then eight weeks after that, support the establishment of new good habits. Support the team. The team process.
- It may well be that the teams also need to have daily/weekly business checks to adjust to needs and wishes. This is the opportunity to hold the team together, identify with a common goal of getting the business running again, satisfy our customers.
- Keep checking the health of the team, on the “Team Scale” how is our atmosphere and culture?
- **Most of all thank the team**, celebrate what you have achieved in this period working from home, acknowledge the effort that everyone has put in.

Variations for this process are Leaders leading leaders. They need to do this before being in the office, so the leaders can do this with their direct reports and teams in the office.

This initiative should/could be supported with a small handbook that people receive electronically and can think about what they want to do, make notes, make a personal plan.

Webinars/electronic meetings to prepare people. For me here the philosophy is “help to self-help”, we also need to take the opportunity to activate people, activate their skills and sense of responsibility.

Communication – supported with a digital communication campaign, highlighting the need, the activities and already getting people thinking about how they will approach work again.

Ideally every leader should be doing this in the first few days back at work, personally I would want to do it at 10:00 am on the first day, I would want to see and sense my team, know where they are, this would help me simply know what I need to know to lead them well.

A second thought here is also to understand what people want on development interventions. I hear a lot of speculation “what should we offer?”, yes, we can make a professional judgement and there is an opportunity to get people thinking what and in which form they need to support their development.

Some thinking and some ideas.

I this offer is helpful for you.

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