

Seize the Opportunity :

Reimagining a Better Workplace During and After **COVID-19** and **Racial Unrest**

#1 Think differently and have positive impact on your organization-Reframe the “new normal



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INSPIRING INTENTIONAL LEADERSHIP

A What are you feeling right now?

B What have been the worst things that have happened to you and your organization during this time?

C What have been the best things that have come out of it?

D What words are you using in your mind and in front of others?

💡 Examples include :

- ▶ “I have to”
- ▶ “I can’t”
- ▶ “This is impossible”
- ▶ “They control that”
- ▶ “Why does this keep happening to me?”

E Are the thoughts you are having irrational thoughts not founded in facts, but emotion?

F **What can you control and influence?**
Don't spend time in the things that concern you, but that you cannot influence or control.

I The more you use limiting or victim-sounding words, the more you limit your influence and impact

J The less you use those words, the more you expand what is possible and what you influence

K How can you reframe or “switch” what you are telling yourself or your organizational leaders are telling themselves into something more productive?

Irrational Thoughts

Reframed Rational Thoughts

#2 Key Things To Consider Why We Try To “Put It All Back Together Again” During And After Covid-19.

A What was missing, from your perspective, before COVID-19 hit?

 Examples include :

- ▶ Gauge Customer-employee focus?
- ▶ Products or services adding value?
- ▶ Strategy aligned with values?
- ▶ Lack of diversity and inclusion?

B How else can you include your employees in the reimagining process and who will you include?

 Examples include :

- ▶ Pulsing
- ▶ Level of support
- ▶ Cross-functional teams
- ▶ Who else can you include at the table?

C In what other ways will you include your customers in the reimagining process?

 Examples include :

- ▶ Customer councils

#3 How To Re-Imagine A New Workplace And Put A Plan In Place

- A** Visualization exercises—where teams gather virtually to draw pictures of what they would like it all to look like and then present to leaders

 Examples include :

- ▶ Have teams breakout and focus on just one issue at a time and present ideas
 - ▶ Include key customers in these discussions with employees
 - ▶ Don't forget to talk about what was not going well too
- B** Research organizations inside and outside of your industry and see how they are doing and what pivots they made or are making to survive and thrive
 - C** Which organizations did you admire before the pandemic? Why?

- D** Join business councils with a diverse membership who set out to solve business challenges



Thank you

For listening in on my Seize the Opportunity talk.

Stay tuned for more courses, tip sheets and interviews on ways to be an intentional leader with or without a manager title.

If you enjoyed my talk, please do refer me to any other organizations who you think might benefit. I'd also be happy to work with your organization to help you reimagine.

