
Five insider tips to
transform your
leadership in a COVID19
world

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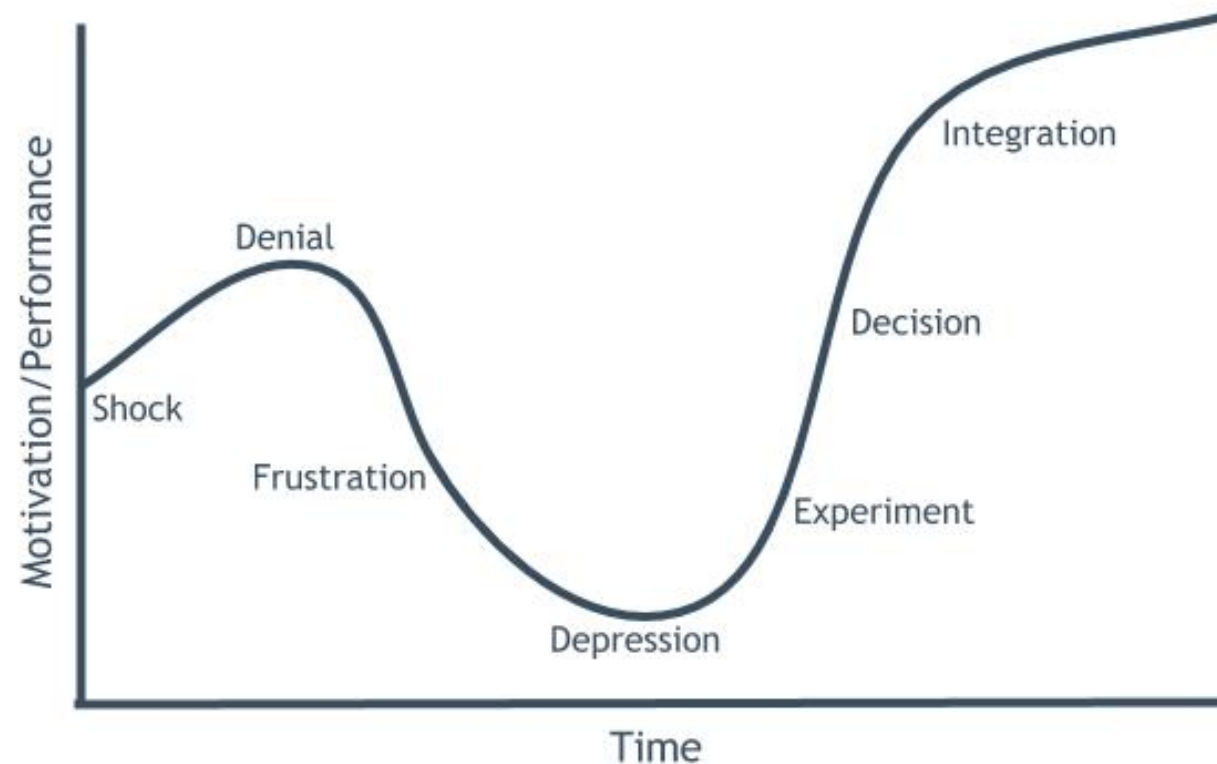
1

Work out
where your
head is at

You will go through following stages to process and accept impact of COVID19

Be honest – what stage are you?

The Change Curve



1

Definitions

Shock & Denial:

I tell myself “I’m fine, I have accepted the virus”, but underneath I am hoping impacts won’t happen, virus will be over soon and we can go back to how things were before

Frustration:

I feel cross with myself. Why can’t I adapt? Other people are thriving in new world, while I feel stupid and ineffective

Depression:

I am starting to face up to fact that things are not going to be same as before. I feel doubtful, confused and uncertain

Experiment:

I am starting to accept change. I focus less on what has been lost; feel keen to try out different tactics in new world, create and test approaches, find out what works and doesn’t work

Decision & Integration:

I am starting to feel I’m getting hang of working in new ways. These new ways are starting to feel normal, routine, ‘the status quo’

2

Identify what
you need

Your stage defines what you need right now:

Denial or Frustration:

Someone to listen and empathise, someone you can let off steam to, who will not advise you or try to fix things

Depression:

Someone to help you define priorities, tasks and direction

Experiment:

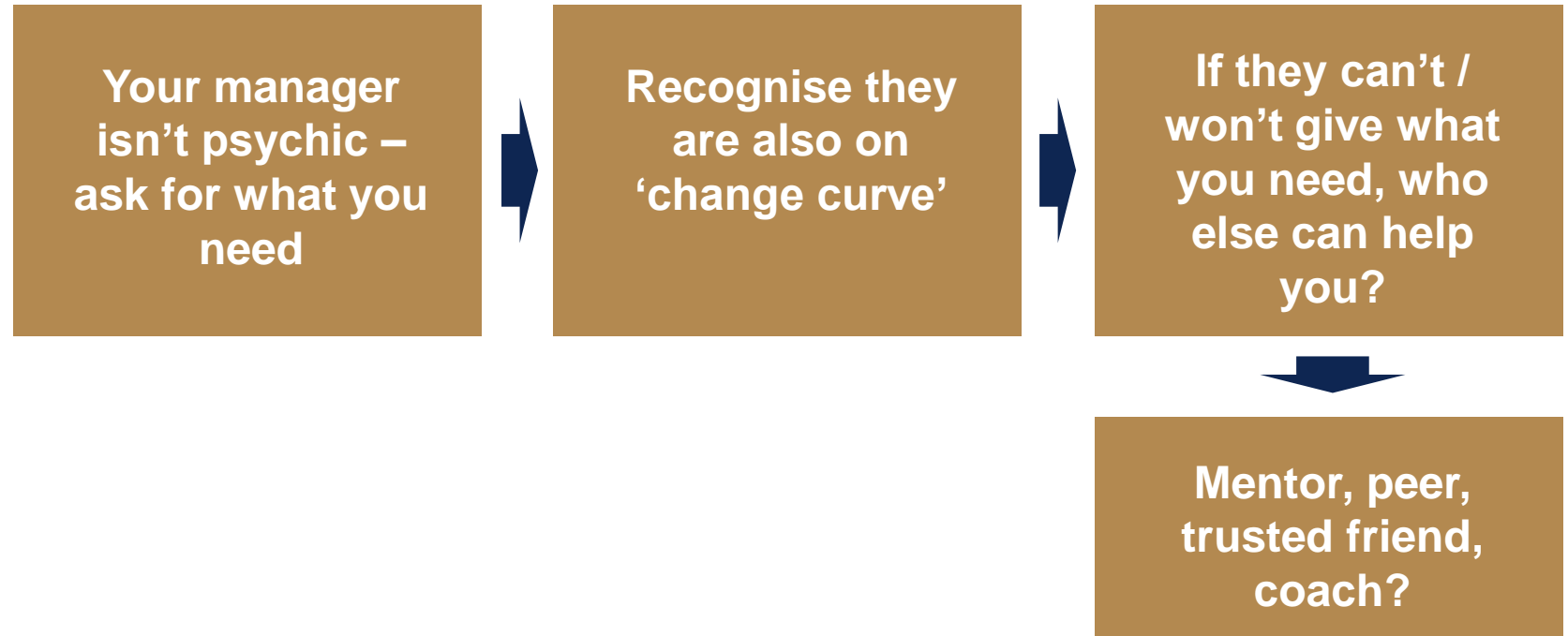
Someone to encourage you to experiment, help work out what to trial. To keep you focused on positives and stop you slipping back into depression phase

Decision:

This is a good place! Support is essential to help you evaluate progress, reflect on what you have learnt, keep developing yourself and continuously improving your ways of working

3

Get what
you need



4

As manager,
create
psychological
safety

- **Each team member**
 - is at different place on '**change curve**'
 - has different personality type
 - is negotiating different challenges at home
- **Assign time to listen to each of your staff every day. Ask:**
 - How are things at home?
 - What are biggest worries, anxieties, uncertainties?
 - What do you need from me, to perform at your best?
 - If they say they are fine, ask again
- **Clarify** how flexible you can be about their work hours
- **Be visible and available**

5

Maintain work life balance

- **Lead by example** – COVID19 is a marathon not a sprint
- **Prioritise activities**
 - Delay or mothball projects
 - Reduce planning frequency
- **Delegate tasks.** Encourage team to coach each other
- **IT helps**
 - Use MS Teams or Slack channels to collect updates, socialise
- **Shorten meetings** by focusing on key objective
- **Schedule mini-breaks** and commit to your day's start / stop times

Be the best manager you can possibly be
– in a COVID and post-COVID world!

Read my full article at

<https://nickideeson.wixsite.com/website/post/the-5-insider-tips-to-transform-your-leadership-in-a-covid-and-post-covid-world>

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