

PRAESTA

Rescue, Repair And Renewal

During a very disruptive crisis or a major change we observe teams going through phases of rescue, repair and renewal. When we notice these recurring themes we invite clients to stand back for a moment and reflect on their longer term direction.

We offer the following questions as prompts to ask yourself, or for use in mentoring or team discussions.

- What have I learned about my leadership in the last few weeks?
- What have I observed about individuals who are rising to the challenge, and how do I encourage their further development?
- How best do I check in with and help those who might be struggling?
- What are we learning as a team, both from miss-steps and successes, and how best do we embed that learning?

As you look forward

- What breakthroughs are we making in ways of working, and what past habits and practices do we now want to leave behind?
- How do we ensure continuing strong levels of communication and connectivity within teams and our organisation?
- How can we make time to define what future success might look like, in terms of delivery, behaviours and values?
- What is most likely to stall our momentum, and how do we avoid that happening?

For some leaders describing the phases as Rescue, Repair and Renewal has provided a useful framework. For others, words like Recovery, Recalibration or Reconstruction have encapsulated a forward direction.

What can help is to focus on one or two concepts which sum up what you are seeking to achieve and then to build a shared narrative about how best you jointly move towards that aspiration.