

PRAESTA

Stay Calm Amidst The Storm

The last few years may have felt like a long dark period. There may be 'green shoots' or reasons for optimism but leaders know there is still much they must ask of their teams. Many coaching conversations are about inspiring confidence that goals can still be met and setbacks overcome.

Resilient leaders say they seek to:

- Share their humanity with their people, but not their anxiety
- Keep everyone focussed on the things that absolutely must be done, and drop or delegate second order issues or sideshows
- Give steers to functional experts, and then let them get on with delivering
- Project a positive attitude in the toughest situations, whilst staying realistic about what is possible
- Remind themselves that anything they say or do will echo quickly round the organisation, so it had better reinforce the key messages and not undermine them.

Might it be helpful for you and your team to ask yourselves how best to:

- Stay calm amidst the storm
- Draw on all the talents amongst us so we balance a bias to action with a pause for reflection
- Provide each other with a safe space to express our feelings, and to ask for help when we need it
- Notice any escalation of tensions between us, and then manage potentially conflicting emotions sensitively
- Enable people to believe us when we say that mistakes are a prompt for learning, not recrimination.

The calmest leaders we know tend to be the ones who have survived a crisis or hard times before. Encouraging them to tell their story to others can itself inspire confidence for the future.