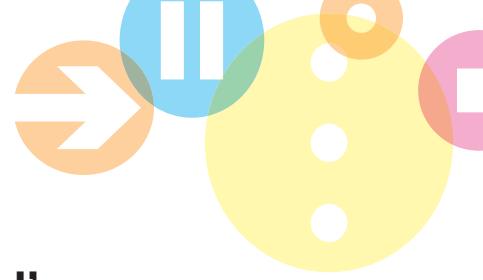


# Leader as navigator



## Navigating to a ‘new normal’

### PROGRAMME OUTLINE:

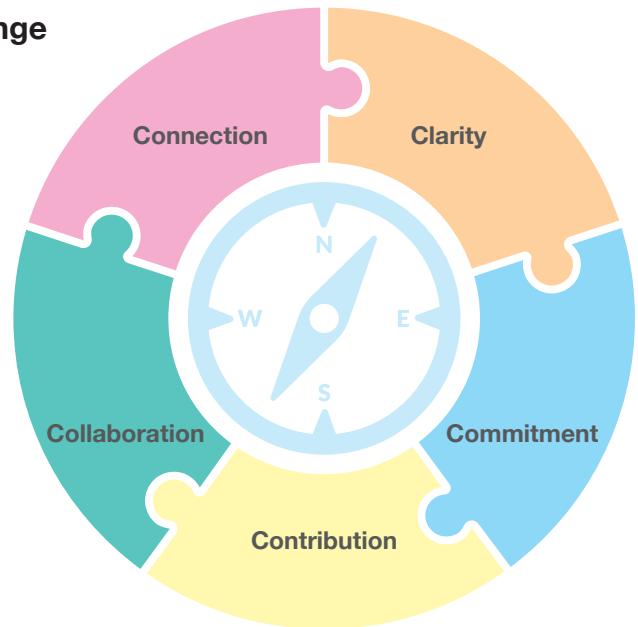
The coronavirus epidemic has fundamentally changed the way we work and, at some point, it's going to change again as we emerge from the crisis and begin to establish a '*new normal*'. It is hard to predict what this *new normal* might look like, but it will certainly be different from our traditional ways of working. For some, this level of uncertainty and change provokes feelings of *anxiety*, *loss* and even *anger*. For others, it presents a once in a lifetime opportunity to harness the benefits of *new learning* and *new ways of working*, building on the best of what went before to create something even better.

The *new normal* is not a destination to be arrived at: it is likely to be a state of constant change where *adaptability*, *emotional connection* and *courage* become the critical currency of effective leadership. This programme equips leaders with the *insight*, *agility*, *skills* and *confidence* to safely navigate through change by establishing and maintaining the *focus*, *connection* and *productivity* of their teams through every stage of the journey.

### KEY CONCEPTS:

- *Change is constant, there is no destination any more*
- *The leader of change must continuously adapt*
- *The leader must work both IN and ON the team*
- *A balance between task and relationship must be maintained*
- *A combination of mindset, emotional connection and behaviours is required*
- *Some of the skills required will come easily, some will not*

## Navigating through change



### PROGRAMME FORMAT & DURATION:

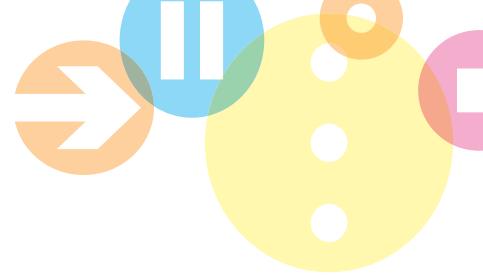
Six 90-minute modules (see overleaf for full details)

Run as virtual sessions – participants can join from any location

### GROUP SIZE:

From 1 to 10 people

# Leader as navigator



## Navigating to a 'new normal'

### MODULAR CONTENT

#### Module 1

##### **Setting your Compass:** gathering the resources to navigate through change

- Understanding the human condition and the natural response to change and uncertainty.
- Balancing uncertainty and risk with emotional positivity.
- Learn the inner resources which support people through change.
- Tools, techniques and daily habits to stay on track.

#### Module 2

##### **Clarity:** creating common understanding and approach

- Understand the importance of maintaining clarity through change.
- Learn how leaders can create clarity of purpose and approach.
- Holding course and controlling the controllable.

#### Module 3

##### **Commitment:** winning hearts and minds to achieve individual accountability

- Understand why commitment can be undermined by change.
- Learn how to gauge the levels of commitment of team members.
- Learn how to maintain the momentum and motivation of team members through change.
- Create a culture of accountability for individual and collective outcomes.

#### Module 4

##### **Contribution:** motivating each person to be at their best

- Learn how different people and personalities respond to change.
- Understand how to get the best from everyone by identifying and leveraging their strengths.
- Managing performance in remote or distributed teams.

#### Module 5

##### **Collaboration:** enabling teamwork to achieve a common purpose or goal

- Learn the importance of constantly assessing how the team is working together.
- How to identify what's working, what isn't and where to adapt.
- Agile decision making for a fast changing environment.

#### Module 6

##### **Connection:** building and maintaining relationships on a personal level

- Understand how interpersonal relationships and trust within the team are critical to success.
- Learn how to build and maintain relationships, trust and interpersonal connections through change.
- Holding difficult conversations and managing conflict in distributed teams.

For more information, send an email to  
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