

TEAM CHECK IN TOOL



CHOOSE TO GROW L&D LTD

BY EMMA CARROLL

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THE ONLY WAY TO LEAD HYBRID TEAMS

LEARN TO PIVOT - A NEW PATHWAY TO RESILIENCE

In the era of Covid-19, the hybrid workplace — one in which some employees are co-located in an office and others are doing their jobs remotely - presents a number of unique challenges for managers. Although "pre pandemic" we were starting to develop competencies in leading 'field based teams' the scale and pace of this shift has taken many by surprise. To get it right in these times we need to create practices that ensure employees in the office are in sync with those working from home, and also build fairness and flexibility into our workflow to combat the systemic "depleters" of resilience. Communication is still the leaders nemesis, and creating an enhancing work environment is still an enigma. We advocate brain to brain communication, ensuring clarity where you can, creating options and empowerment for staff throughout their working day, saying the right thing at the right time to ensure they feel valued, and making sure there is fairness across the team structure no matter how and where they are working. What we now know is resilience isn't enough. Having the ability to PIVOT is what counts. Do this well through your leadership and you will help your teams remain nimble when disruptions inevitably occur.



DETERMINE THE ACTIONS YOU WANT TO TAKE

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Create a vision, reflect on your responses to key questions, self-assess your current performance, review your ratings from your team.

Your teams needs are always varied. But right now, as many organisations navigate returning to an office in some shape or form, remain home starved of human interaction or continue to battle forward on the front line - your team members are likely contending with vastly different situations. Some have limited or no childcare or are managing their child's education whilst their bubble is closed; some have health issues that preclude them from returning to in-person work; some are eager and excited to get out of the house and head back to their office hub whilst some are on furlough, disengaged and disenchanted with your organisations values. As the leader, how do you manage these various circumstances while being people orientated? What protocols can you put in place to ensure that the employees in the office are in sync with those working from home? How do you remain flexible given that plans may change at any moment? And how do you help your teams manage their stress levels through this transition?



WHAT WE SAY...

Transform into a Resilient Organisation

How well are you competing on resilience? We'll transform the way your managers and workforce respond to adversity. We can help you build a more resilient culture that enables your people to adapt to the unexpected, be comfortable with change and even to take advantage of failure rather than be defeated by it.

We'll change the deep-seated cultural attitudes and behaviours that are preventing your organisation achieving its goals by delivering a 4-phase approach to our programmes at a pace that is right for you.



Workplace resilience has become more important than ever since the landscape shifted on us back in March, forcing us to dramatically alter our ways of working. There has been nothing but constant change, layer after layer, teams report the workload is higher, and there is a huge expectation on Leaders to pull dispersed hybrid teams together to overcome the complexity.

These changes demand different ways of working, that allow us to perform optimally while staying well as corporate isolation kicks in. To stay emotionally and physically well over the longer term, Leaders need to understand what working conditions their team members are experiencing at a personal level, and how it impacts them as a group. Whether you like it or not, as a Leader you have significant influence on the resilience of your team and through having an awareness of how to PIVOT you will deliver a team competent in the new skills needed in a hybrid world.

So, what am I talking about here? Well, the power assigned to your management role provides you with an opportunity, at a time where it may feel like our hands are tied and there are no options. The opportunity is that you can focus within your team environment and shape team behaviours without even trying. You also can define the unwritten rules around how your team operates - deliberately define a culture focused on outcomes not hours spent trying. This was always the future of Leadership, but it was a harder shift before because culturally organisations were not ready to break the mould. They could see what was required, to ensure their workforce stayed healthy, but they just couldn't snip that red tape. Now COVID-19 has done that for them, there is a real opportunity now for leaders to step up and PIVOT into a new path of resilience.



PLANNING YOUR PIVOT



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Creating resilience in the teams you lead is about creating sustainable success rather than coping over the short term.

- P** Persevere
- I** Include
- V** Value
- O** Optimise
- T** Trust



TEAM
CHECK IN
TOOL

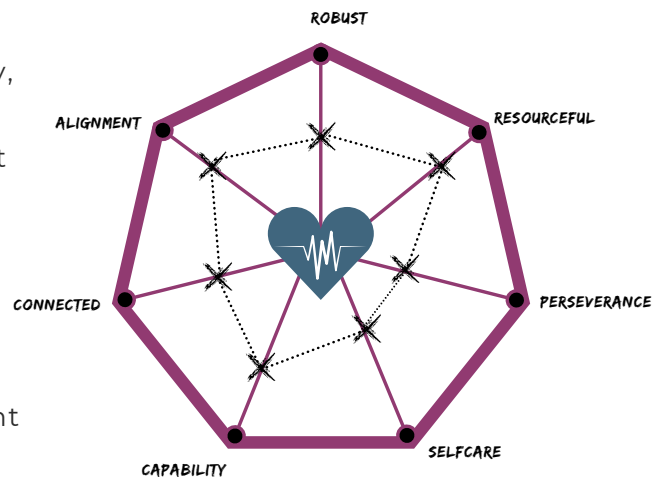


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The R@W TEAM Model by Kathryn McEwen & researcher Dr Lyn Boyd comprises 7 components that interact & contribute to the resilience of a hybrid team.

To PIVOT into a new pathway of resilience a team needs to be competent. It still needs to perform in all of the elements above, to contribute to team effectiveness. When hybrid team morale is at risk through uncertainty, leaders and their teams need to persist and remain positive. These attributes have become more prominent as the pandemic marathon continues and Pivoting now has become essential for team success.

Measuring yourself as a leader against these areas of focus is a great place to start. As a team check in tool you can see how your leadership is being perceived right now, because let's face it, do we really know? It's uncharted territory for us. With the data you can then move forward with PIVOT to make systematic changes to the environment and culture in which people are operating and influence team behaviours to readjust and realign with the organisations ambitions.



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IN LEADERSHIP**



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with Choose to Grow...*

Choose to Grow L&D Ltd - Developing People & Business

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