

5 Key Actions to Strengthen Your Team During **Covid-19** Lockdown

Let's face it we're in uncharted territory. We are all, therefore, facing change and that's tough for leaders to navigate. This can lead us to feel out of control and unable to apply our norms of leadership. However, there are things we can do about this.

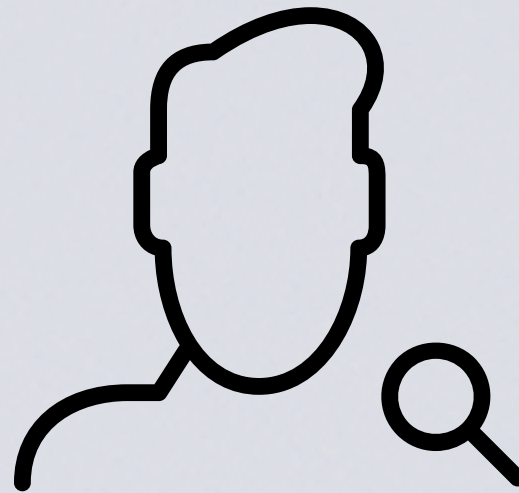
STAY CALM. Listen more than you talk. People look for calm consistency in a crisis they don't need to see the leader struggling to cope.



“Stay Calm, Stay Clear and ensure Understanding. Follow this up with Humility, Kindness and Empathy.

Wayne Brown, Headmaster
Whanganui Collegiate

BE TRANSPARENT. Your staff need to know that things are difficult and that management is looking for their help in solution-seeking. Engage them to solve issues.



LOOK FOR SOLUTIONS. Once announcements are made the team can pool their ideas for potential solutions. Help them prioritise the ideas.



PROVIDE OWNERSHIP of the ideas for improvement to your team members. Ask them to own the implementation and on-going monitoring and tuning of their ideas. This sense of ownership for coping will address many of the issues identified.

FILL THE VOID. Ensure communication happens regularly to all members of the staff, students and the wider community. Remember, when things go right, it is because people were informed and kept in the loop.

