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Planning for Re-Entry

A Livestream Event | Leadership Community

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COVID-19
TRANSITION TO PHASE 3 + ONSET OF THE ECONOMIC CRISIS

4 WEEKS
(mid-Mar to mid-Apr)

PHASE ONE

MANAGING THROUGH CRISIS

LEADING THROUGH COVID

- Reacting to COVID-19: uncertainty with urgency
- Quickly set up new operating rhythms to enable business continuity
- Establishing essentials of leading virtually, equip leaders to cope
- Practicality and immediacy. Fire fighting and overwhelmed leaders. Simplicity, clarity as key
- Businesses and leaders already working in agile manners with progressive cultures and HR systems have a head start

≈ 12-18 WEEKS
(mid-Apr onwards)

PHASE TWO

ADAPTATION | THE NEW NORMAL

SHAPING THE NEW NORMAL

- Back to (new) business: refocus on purposeful leadership
- Perspective and future-focused thinking: shaping success from crisis
- Get up and out: thinking at an enterprise and systems level. Using crisis as opportunity to effect change
- Shift to making more deliberate mid- to long-term strategic decisions
- Re-setting vision and establishing the new organisational cadence
- Definition of 'jobs to be done' and a renewed state of clarity and accountability for leaders

≈ 18+ WEEKS
(June onwards)

PHASE THREE

RE-ENTRY | A CHANGED RHYTHM

LEADING THE NEW NORMAL

- Leading out of COVID-19
- Planning to re-enter, resetting the organisation
- Adopting the bright spots and fully embracing the opportunities and rhythm of the new world
- Confirming and communicating what to let go of
- Winners and losers: rapid adoption of winning systems, that leaders and organisations implement post crisis
- Alignment on the reimagined state: a defined "North Star" with the big things to get right

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BREAK OUT DISCUSSION

You are already starting to plan for re-entry.

What are the **top three things** that are front of mind for you about re-entry?

DEBRIEF

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THE THIRD TO FOURTH QUARTER CHARGE: THE ENERGY & MINDSET FOR RE-ENTRY

PHASE ONE

MANAGING THROUGH CRISIS

- Early **spike in nervous energy** (**Hyper-arousal**) associated with **anxiety** and **confusion**
- Symptoms may include: Difficulty focusing, overwhelmed, physical shaking, trembling of voice, intensified emotional reactions, scattered focus, speaking defensively, acting impulsively

PHASE TWO

ADAPTATION | THE NEW NORMAL

- **Drop in energy** (**Hypo-arousal**) associated with **adaptation**, **isolation**, and **recovery**
- Symptoms may include: Feeling numb, lacking energy, disconnecting, quieter than usual, unsure of what to do next, physically moving less, difficulty focusing on anything

PHASE THREE

RE-ENTRY | A CHANGED RHYTHM

- **Spike in excited energy** (Hyper-arousal) related to re-entry and freedom
- Symptoms may include: Excitement, trepidation, holiday-feeling, difficulty focusing

CONFUSION AND PANIC | **HONEYMOON** | **RESENTMENT** | **REUNION** | **REINTEGRATION**

"WE NEED TO ENSURE WE HAVE AN ORGANISATIONAL CULTURE WHERE WE ARE REINFORCING POSITIVE, ADAPTIVE BEHAVIOURS THAT CAN BE SUSTAINED FOR THE HEALTH OF THE INDIVIDUAL AND ORGANISATION"

Dr. Kimberley Norris

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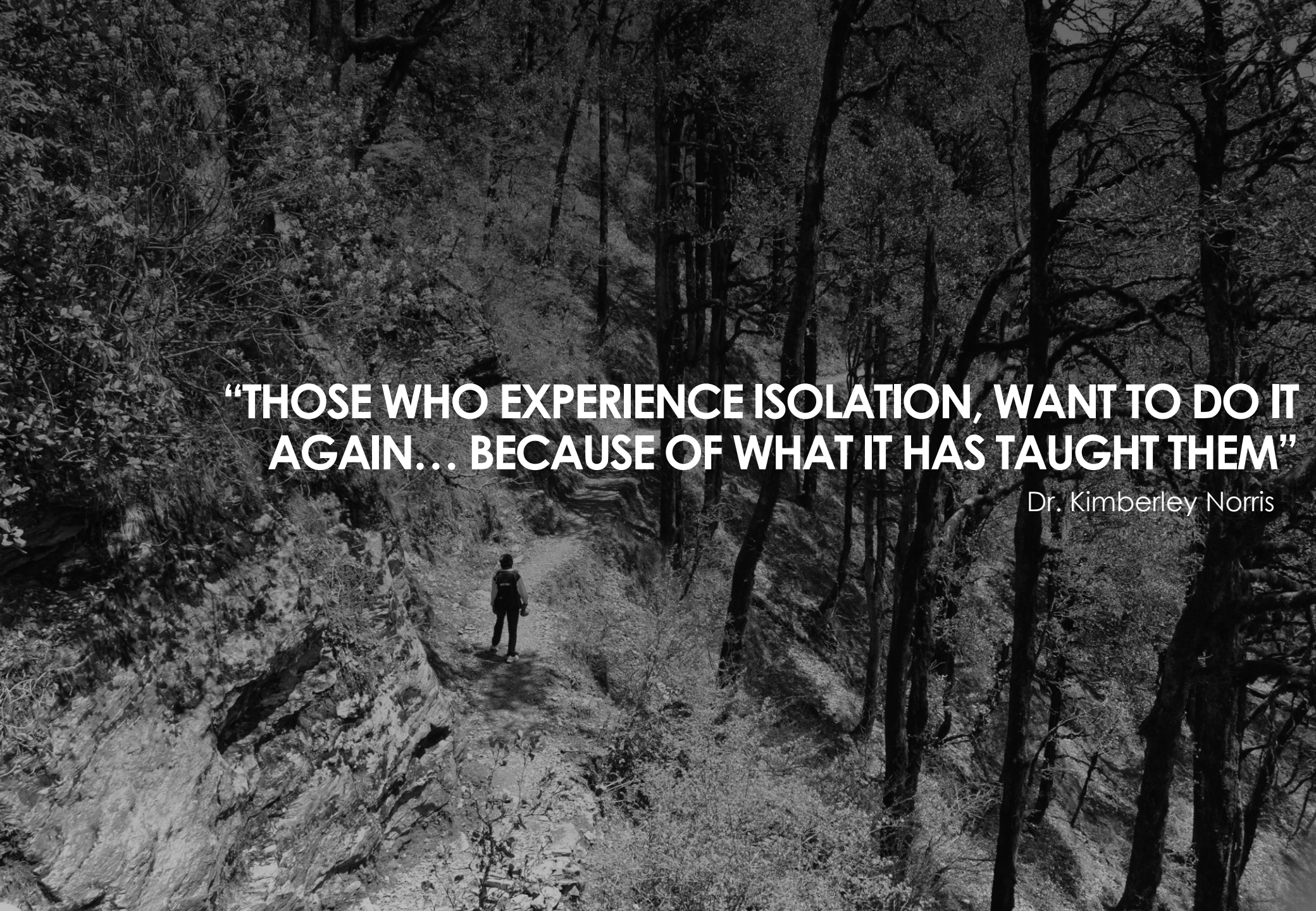

“THOSE WHO EXPERIENCE ISOLATION, WANT TO DO IT AGAIN… BECAUSE OF WHAT IT HAS TAUGHT THEM”
Dr. Kimberley Norris

WE ARE NOT GOING BACK... WE WILL BRING
THE BRIGHT SPOTS OF OUR PAST FORWARD

REPATRIATE

Converting back to the known

20%

RETROFIT

Putting things back together but differently

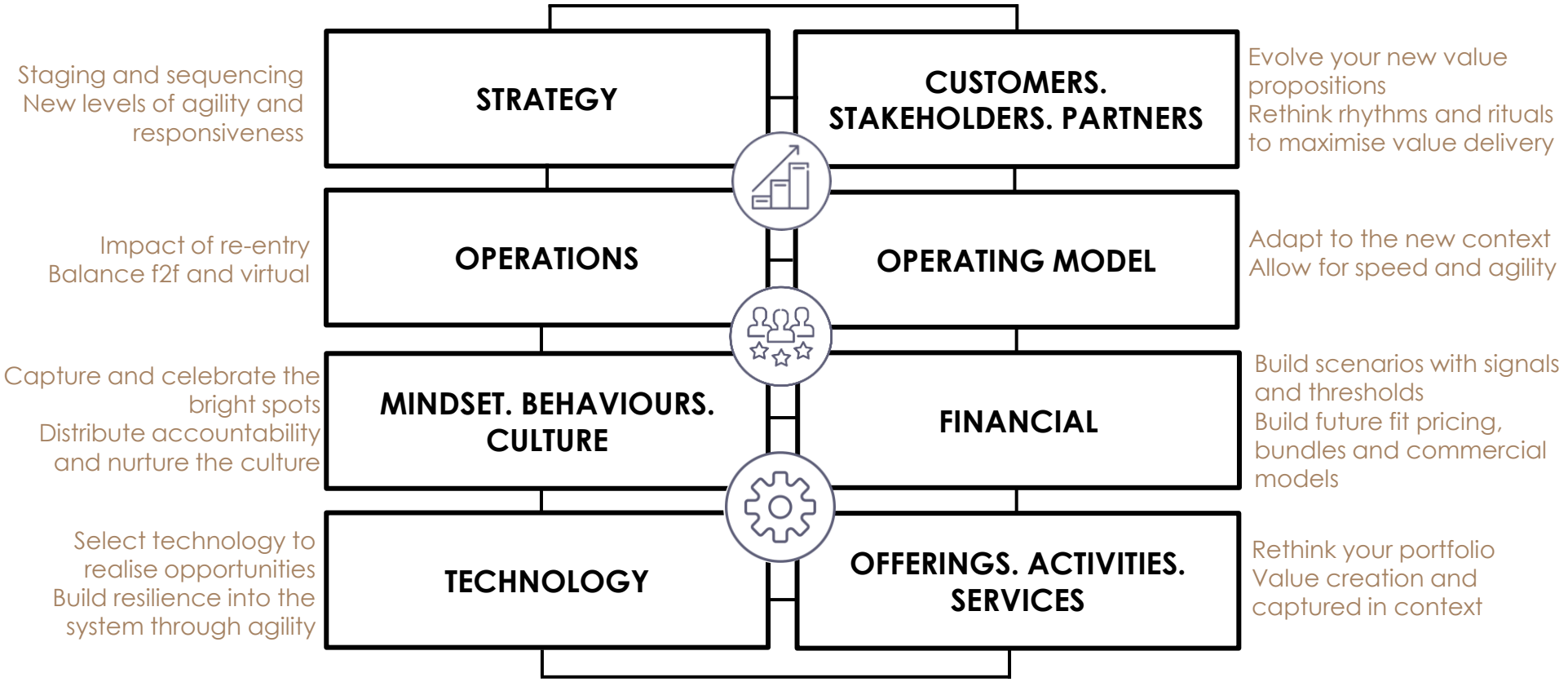
40%

REIMAGINE

Reframed… but differently

40%

THE 8 PIVOTS:
DESIGNING YOUR RE-ENTRY TRAJECTORY



Note: recognise the interdependencies of each segment

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DEBRIEF

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“THERE ARE SOME THINGS ONE CAN ONLY ACHIEVE BY TAKING A DELIBERATE LEAP IN THE OPPOSITE DIRECTION” – *Franz Kafka*
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THANK YOU

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