

Covid-19: Forced Disruption

During this period, most business leaders will go through three stages of change.

These are ...

The three stages Leaders go through in a 'Forced Disruption'

CRISIS (<i>surviving</i>)	MANAGING (<i>coping</i>)	LEADING (<i>evolving</i>)
Characteristics	Characteristics	Characteristics
Total uncertainty, no control	Uncertainty, some control	Clarity with some control
Reactive	Coping and adapting	Success is the new norm
Irrational to rational	Making things happen	Mindset future focussed
What does it mean?	Rational	Evolving
What must I do?	Success, green shoots	Transforming
Immediate and urgent	More reflective mindset	Thinking possibilities
Resources to survive?	Think ahead, what about tomorrow?	Mindset is creative
Need	Need	Need
Where is my lifeline, support, and solutions?	Have I got everything that I need for the short term?	What new and different resources will I need?

If you would like to confidentially discuss how The Norman Broadbent Group could help you overcome your business or people challenges, please contact, Mike Brennan, on 020 7484 0000 or via mike.brennan@normanbroadbent.com

WHAT SHOULD I BE DOING?

Define/validate the stage you are at

Tick off the characteristics to determine where you're at

Use challenge questions ensuring accountability and clear outcomes

Use open questions to establish consequences and actions

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