

Leading through uncertainty with LEADS

Inspired by the webinar [Leading in turbulent times – how to guide your teams through the Coronavirus pandemic](#), here are a few of the ways the LEADS capabilities can be useful during the pandemic

Lead Self

- Manage your emotions - be emotionally self-aware and model calm, resilience, respect
- Lead with values - e.g., compassion; let people know you care about them and that you are there for them
- Demonstrate character by acting with integrity and consistency
- Take care of yourself to avoid burnout – trust that others can manage without you for a little while

Engage Others

- Communicate effectively – be honest, calm, caring and thoughtful. Listen.
- Contribute to a healthy environment by providing wellness information to your teams
- Continue to build your teams, especially if they are working remotely

Achieve Results

- Prioritize – what can you give up today so you can address immediate priorities?
- Set direction – establish clear expectations and outcomes
- This is a time for adaptive leadership - results and targets may shift and you will need to make decisions quickly without all the information

Develop Coalitions

- Purposefully build partnerships and networks to achieve results across boundaries
- Mobilize knowledge through your networks, internally and externally

Systems Transformation

- Implement effective processes across systems, some of which will be with new collaborators
- Encourage and support innovation, while scanning the environment for new and creative ideas
- Recognize that this is a time of enormous change for your teams – lead that change with values, self-awareness, self-management, and character