

# Post-Pandemic Leadership:

## For a New Frontier of Productivity



### Online Delivery Leadership Program

## Register your Team

### Equipping Leaders for Their Post-Pandemic Reality

The *Post-Pandemic Leadership Program* includes a *One-Day Leadership Accelerator* that will equip leaders and their teams to adapt and thrive in a post-pandemic environment. To go deeper, leaders will continue learning through *Leadership Circles*, addressing specific engagement challenges and learning how to use practical tools for teams to succeed. The *Post-Pandemic Leadership Program* will help your organization strengthen its capabilities to navigate key challenges such as:

- Managing business disruption and change effectively
- Reinvigorating productivity and performance
- Diminished workforce capacity due to mental decline
- Employee disengagement and retention of talent
- Overcoming the barriers to collaboration

### Why it Matters

The pandemic has changed the game on productivity. Teams are experiencing less engaging interactions with colleagues and workflows can be clunky. Add on an overlay of fear, uncertainty and trauma caused by the pandemic, and it is no wonder that leaders are perplexed on how to lead effectively in these times.

Knowing how to support the psychological health of employees will be key to driving productivity on all fronts. Whether it's called "Emotional Intelligence 2.0" or an upgrade to your "human operating system," it is vital for leadership to dig in and increase their awareness, knowledge, and skills of people leadership at this time. In fact, getting people leadership right will put you into the top tier of high performing organizations. HBR recently reported that those companies that have excelled at managing the time, talent and energy in a work from home environment are up to 40% more productive.

Our unique and integrated expertise in high performing leadership cultures, as well as psychological expertise in overcoming adversity, can help your business produce a winning advantage and contribute to the healing our workplaces need.

### One-Day Leadership Accelerator

Participate in a one-day virtual event focusing on the mindsets and tools needed to meet the challenges of post-pandemic leadership. Participants will:

- **Learn and be inspired** with two keynotes that orient to the new realities.
- **Engage in breakout sessions** to interact with the themes.
- **Identify actionable next steps** for leaders and the organization.



### Leadership Circles: The 10 Key Engagement Challenges for Leaders

Grow competencies addressing 10 key post-pandemic engagement challenges by joining facilitated online small group coaching experiences:

- Each session is a 2-hour commitment.
- Up to 10 leaders per group
- Coaching can be done in single sessions, just a few or all ten.
- Customize a package that is right for your organization.

### Who Should Attend?

- **Senior and middle managers**
- **Decision-makers**
- **Change leaders**
- **People leaders**

## Post-Pandemic Certainties

While many realities are unclear, some are becoming very clear:

- Remote work and virtual teaming will continue.
- The hidden psychological and mental toll will be long-term, showing up over the years to come.
- Expectations will grow for leaders and organizations to help employees overcome and thrive.

## Investing in Well-Being will Fuel Success

While leaders are not trained as mental health professionals, they will find themselves engaging an unfamiliar dimension of work life: the mental well-being of their team. The reality is that the most successful organizations will be the ones that support the psychological health of their employees. In doing so, they can create the conditions for the workforce to thrive and for the business to succeed.

**Imagine if leaders in your organization could:**

- Drive business results without adding to burnout and stress of team members
- Build teams that foster highly supportive environments
- Lead and support change in a way that increases energy and minimizes fear
- Feel confident with performance conversations that may wade into topics of mental wellness

## The One-Day Leadership Accelerator

In the *One-Day Leadership Accelerator*, teams will focus on the mindsets and tools needed to meet the challenges of post-pandemic leadership.

Keynote 1

### Post-Pandemic Leadership: For a New Frontier of Productivity



With the prospect of a permanent shift towards remote or hybrid workplaces, the need for increased productivity and innovation, and ongoing stress of employees, organizations of all kinds will face daunting challenges in a post-pandemic world. Drawing upon his global experience in creating inspired workplace cultures, Marv will share about the leadership mindsets that will be critical for success and how to make the shifts required to help employees thrive. Creating the right post-pandemic leadership culture can make all the difference to sustaining productivity, engagement and innovation.

Keynote 2

### Psychological Wellbeing at Work: A Vision for Post-COVID Organizations



Raechel will paint the compelling case for psychological wellness in the workplace. She will talk about the three keys that unlock thriving and how business leaders are uniquely positioned to be conduits for emotional wellbeing in the face of human hardship. Leaders who understand and align their actions to these three keys gain a massive advantage toward building great cultures that make people and organizations resilient.

### How Leaders Benefit

- **Gain deeper insights** into the drivers of workplace stress and disengagement.
- **Understand the leadership mindsets and actions** that increase performance and promote better psychological health at work.
- **Gain practical knowledge** and acquire tools that will help with management tasks.

### How Organizations Benefit

- **Deepen collective insights** into how the traumatic impacts of the pandemic affect human productivity.
- **Identify the shifts in leadership approaches** that are now required to be successful organizations.
- **Create a shared vision** among a team of leaders for responding to the challenges of a post-pandemic workforce.

# Leadership Circles: A Group Coaching Experience

*Leadership Circles* are gatherings of small groups (8-10 people) to interact with the 10 key engagement challenges facing post-pandemic leaders.

These two-hour long sessions are facilitated by experienced subject matter experts, skilled in guiding groups toward unguarded exchange and learning together.

Our proven, award-winning methodology offers a powerful peer learning experience that:

- strengthens trust and support
- increases leadership insight
- provides tools and methodologies
- fosters a commitment to action



## Go Deeper: The 10 Key Engagement Challenges

After the *One-Day Leadership Accelerator*, go deeper to grow post-pandemic leadership skills. Choose a program package à la carte, based on the following module options:

### 1. The (New) Leadership Balance Challenge

How would you characterize the shifting demands of leadership in light of the pandemic? In this kick-off challenge, we explore how to integrate operational leadership with people leadership, especially as employees recover from hardship and look to leaders for direction and inspiration.

### 2. The Trust Challenge

Are you a trusted leader? Trust is like a valuably traded currency in organizations. We know when it exists and can feel the strain when it doesn't. In this challenge, we identify what it takes to become a trusted leader and how to create trusted organizational cultures—especially in this current environment.

### 3. The Belonging Challenge

Are you experiencing new interpersonal dynamics catalyzed by social shifts over this past year? There is a deepening organizational awareness of those who feel marginalized and on the fringe. In this challenge, we'll learn how to effectively create a workplace where each member of the team feels a sense of belonging.

### 4. The Performance Challenge

Have you found yourself caught between pressing your team for urgent deliverables and offering grace to struggling employees trying to get work done? In this challenge, we tackle the topic of how leaders can be both humane and productive in juggling these tensions.

### 5. The Wellness Challenge

What happens when the workforce is put through a massive stress response cycle, all at the same time? How do we sustain teams when facing this challenge, and what should a leader not do? We identify how to integrate important mental health principles into leadership strategies.

### 6. The Empowerment Challenge

What's the best way to manage employees in high change environments? The instinct to micromanage and control can be strong. Business agility necessitates more flexibility, where employees own the outcomes so that they can identify the best way to adapt. We will identify the mindset shifts and actions necessary to manage well in times of change.

### 7. The Adaptability Challenge

How quick are you to shift gears when needed? The signs continue to point to accelerated change ahead. It is vital for leaders to sense and diagnose how their business and workplace environment is shifting so they can more nimbly adapt. Even better: helping teams learn how to sense and respond to change.

### 8. The Generational Challenge

Even before the pandemic, five generations co-existed in the workplace, each with varying sets of expectations and values. In this challenge, we will explore how leaders can increase their ability to connect with each generation and "speak their language" to increase collaboration and effective teaming.

### 9. The Burnout Challenge

With the growing pervasiveness of stress leaves and employee burnout, organizations are asking, "What solutions can we offer?" In this challenge, we address what can be done to diagnose, prevent and respond to burnout, even as leaders themselves deal with their own compounded stressors.

### 10. The Coaching Challenge

How can leaders help develop and retain their best talent? How can this be done in a way that helps you manage your team? Coaching is the key and is becoming an essential skill for leaders. In this challenge, we discuss the importance of asking powerful questions to help employees unlock learning and accelerate growth.

# Getting Started

Bookings for the *Post-Pandemic Leadership* Program will begin in March 2021. The *One-Day Leadership Accelerator* and *Leadership Circles* may be booked separately or together. Contact us for details about costs, dates, or more information at [info@leadingpostpandemic.com](mailto:info@leadingpostpandemic.com) or visit [www.leadingpostpandemic.com](http://www.leadingpostpandemic.com).

## Meet the Team

The *Post-Pandemic Leadership* Program is a collaboration between New Vantage and Red Maple Coaching and Counselling Services.

Marv Franz



Marv is the Principal of New Vantage and consults with leaders, senior management teams and boards to help them bring transformation to their organizations. Marv has applied fifteen years of consulting experience in North America, South America, Africa and Asia. He has worked with over sixty organizations including small firms to Fortune 500 companies. His leadership development work within a leading governmental organization contributed to receiving the Governor General's Order of Excellence, the highest national award for organizational excellence along with a social innovation partnership with Harvard University. This experience led to co-authoring his book, *The Inspired Workplace: How Building Community at Work Unlocks Organizational Potential*.

[www.newvantage.ca](http://www.newvantage.ca)

Raechel Pefanis



Raechel provides over two decades of expertise as a psychotherapist and an entrepreneurial leader in the field of mental health and professional coaching. She is the owner of Red Maple Coaching and Counselling Services aimed at developing the person behind the professional, whose purpose is articulated in her book, *The Person Behind the Professional: Cognitive Behavioural Coaching for Everyday Workplaces*. Raechel's coaching training curriculum is used in universities and coaching institutes across Canada. Prior to this, Raechel built a successful multi-site counselling practice, with over thirty practitioners, specializing in cognitive behavioural therapy. She is a certified professional coach, certified CBT/EMDR therapist, instructor and supervisor. Raechel is also a proud Indigenous woman from the turtle clan.

[www.redmaplecoaching.com](http://www.redmaplecoaching.com)

Jim Hurlburt



Jim is a Senior Consulting Partner with New Vantage and brings 25 years of broad business leadership experience as a performance management consultant, business coach, attorney and mediator. At BNSF Railway, a Berkshire Hathaway Company, Jim offered a unique blend of performance management consulting, coaching, mentoring and oral and written advocacy to deliver consistent and outstanding business results for BNSF. He built and maintained strong business relationships with BNSF's 13 Labor Organizations, providing expertise in employee engagement, next generation communications, conflict resolution, conflict management, knowledge management, change management, and leadership training. Jim received wide acclaim for the cultural and business impact through successful implementation of Leadership Circles.