



The urgent agenda

Sustaining leadership through the recovery

The need for action

Managers and supervisors - the forgotten people

Current news and research about the work impacts of Covid-19 are almost silent about the hardships that managers and supervisors are enduring. But our networks tell us that senior leaders around the world are concerned about the fatigue and burdens of supervisors.

Managers and supervisors have gone through months of rapid adaptation to work under social distancing. They guided teams into new ways of working. They provided support to staff as they faced anxiety, uncertainty, and productivity challenges. This came with a personal cost.

The pressure is on leaders is everywhere

Managers and supervisors have a new wave of change and pressure that will last even longer. As they lead through the recession, recovery, and emerging changes, they will juggle ongoing workplace challenges. All of this is under the risk of local Covid-19 outbreaks and impacts.

The public sector is diverting resources to support the private and community sectors while working towards its own service, program and policy development goals.

The disruption of demand, supply, consumer confidence and debts are creating difficult economic and productivity challenges across the private sector.

The aged care and health sectors continue their role as the service providers responsible for the people most vulnerable to Covid-19.

Care for leaders is key to care for all

It is great that organisations are concerned for the wellbeing of their staff. But it is also important to focus on the wellbeing and resilience of the managers and supervisors who are providing care and daily leadership. Their wellbeing and effectiveness is essential to the prosperity of organisations in these challenging times.

Research prior to Covid-19 established that managers and supervisors had lower wellbeing outcomes than people in executive or non-supervisory roles. Now that the pressures on managers and supervisors are even greater, so too is the importance of supporting them.

Our response

Design for current times

The turbulence of these times makes conventional leadership training impractical. Changes are rapid and leadership dexterity essential. This is why we've adopted a masterclass approach. A masterclass focuses on what is happening now in a way that enables participants to adapt it immediately to their own circumstances. As they explore insights, strategies and practices, participants access options they can use now and reconfigure later as their situations continue to change.

These masterclasses are based on current conditions, reliable research, and practical experience. After the success of our first masterclass, for supervisors suddenly leading remote and distributed teams, we have assembled a new one, focused on sustaining leaders through the difficult times they face during the recovery.

Further options following our masterclass success

Masterclasses give participants access to research and processes for dealing with current practice. In addition, we are providing coaching for individuals and groups. Coaching methods are well suited to these times as they keep the focus on the emerging issues that leaders deal with. This mix of personal support and situational analysis helps leaders keep on top of their game.

In times of uncertainty, people who were once self-reliant now need direction and support. At the same time, their risk of error and stress is increasing.

Our current masterclasses

Sustaining leadership through the recovery

This masterclass focuses on how leaders are pacing themselves for the long, complicated path of the recovery. It addresses issues such as fatigue, the impact of ongoing reactive change, and group dynamics as past ways of operating continue to adapt through uncertain times.

Using research from past disruptions and current organisational and neurological insights, it provides the opportunity to apply practical approaches for dealing with variable conditions.

Leading teams remotely during social distancing

This was our first masterclass for Covid-19 conditions. Originally it addressed effective leadership for teams that were suddenly distributed to working from home and remote locations. Now it can help leaders to focus on their fluctuating conditions as teams move through different iterations while they return to a shared, but changed workspace.

