



## Leader Tool

### Keeping pace with change

Making decisions that affect your people's livelihoods and careers can be a significant burden that weighs heavily on any leader. In times of rapid change, as with COVID-19, we see opportunities disappear while others open up. These opportunities or challenges exist both for our people and our organisations. What new skills or mindsets are required to grow into the future? Digital mindsets, flexibility, resilience, embracing change are some of the soft skills featuring more prominently. How can we ensure that we do the best for our people, particularly when we need to pick up the pace of change to ensure we meet strategic objectives?

#### Proactive and protective strategies:

**Resilience for life, not just when in crisis.** Build in resilience training and professional development so that it becomes a normal reaction to change. It's hard to retrofit resilience once the challenge is upon us.

**Values-based career goals:** Encourage your people to consider and regularly revisit their personal and career goals. This helps to map out and plan areas for professional development and training. When a career transition needs to occur, these concepts are not completely foreign and unfamiliar.

**Knowing strengths;** it can be very empowering and useful to understand your strengths, especially when teams work together to ensure that they are getting the best out of their strengths and relationships with each other's strengths. This week's Personal Tools focuses on conducting a "life audit" including strengths and values-based goals.

**Change for the best,** as organisations pivot to take advantage of new opportunities, whether that be due to the pandemic or rapid technological advancement. If your people are open to retraining and reskilling, you can continue to take them with you.

**Clear communication:** If you have already established clear and open communications, then you will be well placed to respectfully and empathetically talk openly about organisational change. If you are already having difficulties with uncertainty, distrust, stress and anxiety, you may consider having onsite support and consultation. Courageous conversations around performance and development should be normalised to help people achieve their best and work toward their life goals. Get support from the AccessEAP Manager Hotline to help you determine the best approach to take with your team.



**Look after yourself,** recognise the stress and strain that having to make significant changes in your team places on leaders. Seek support from your network as well as making good use of the support offered through AccessEAP.

As always, as your EAP we are here to support your people whatever the nature of their concerns, please contact AccessEAP on **1800 818 728**.

