LEADERSHIP IN CHANGING TIMES

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Content based on:
“Bounce” Keith McFarland
“The 7 Habits of Highly Effective People” Steven Covey
“Science of Motivation” Dr. Teresa Daniel, Dr. Gary Metcalf
TURNING TOUGHER TIMES INTO TRIUMPH

- Manage Morale
- Identify /Manage the Mission
- Manage Mental Factors
- Manage Anxiety

Embrace the Bounce
The most successful people and organizations are not those with thick skin or iron will, but rather those most able to *disintegrate* and *reintegrate* quickly and successfully.

“Bounce” Keith McFarland
BOUNCE/RESISTANCE POTENTIAL

PERSONAL RESILIENCE RATING

- Change Averse
- Slow to Change
- Change Agent
PERSONAL RESILIENCE

If a change in procedures occurred at work would you...

Fearful? Worried?

Excited? Interested?

Review advantages/disadvantages?
Open yourself to new ways?
Focus on why it might not work?
Feel status quo is good enough?
When the change on the outside exceeds the change on the inside, the end is in sight.

Jack Welch
GET THE PEOPLE RIGHT

90% — Relevance
Accountability
Visibility
MANAGE ANXIETY

DON’T ADD TO THEIR ANXIETY
If a problem can’t be solved, it isn’t a problem; it’s a fact of life.
IDENTIFY & MANAGE THE MISSION
MANAGING MORALE

- Self Confident
- Good Listener
- Decisive
- High Integrity
- Realistic Visionary
MANAGING MORALE

- Sense of Accomplishment
- Individualized Recognition
- Interesting/Inspiring Work
- Autonomy
- Personal/Professional Development

Intrinsic Rewards =
HIGH MOTIVATION