



Leadership During **Crisis** for Successful Change Management

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"when nothing is
sure, **everything**
is possible"



"Perfection is not attainable, but if we chase perfection we can catch excellence. **#Excellence** is not a skill, it's an attitude"

01.

Start where you are

Embrace looking stupid and just start which is without a doubt the hardest part.

02.

Setbacks are inevitable

And how you respond matters. A leader will manage the crisis and setbacks that approach with a long term goal in mind while a manager is concerned with a short term response.

03.

Embrace Failure

Fail fast and try again. And don't forget to apply lessons learned.

Strategy

Firm on results, flexible on methods

- Adapt as necessary
- Quitting is not an option
- Embrace shortcoming(s) and ask for help

Communication

Communication is key

- Over communicate during crisis and check in regularly
- Communicate clear milestones
- Be forthright with mistakes and setbacks

#Share the Road

Collaboration is key to driving a business forward, particularly in matrix organizations, so driving in the same direction matters; otherwise, a collision will occur. There will be occasions when **changing lanes** is necessary. Be a **courteous** driver (colleague), abide by traffic rules built on respect, and let your colleague(s) in through the passing lane. Don't let your **title (ego)** get the best of you when everyone is trying to get to the same place. Learn to ask questions before making any assumptions of anyone's intentions and causing unnecessary accidents. Every decision made should have the **same guiding north star**: is this decision driving the business forward, or am I halting progress because **my ego** is in the way?



"Make **peace** with your mind, it's your best ally"

01.

Remain Calm

Panic and worry are a natural response. Remaining calm is a super power

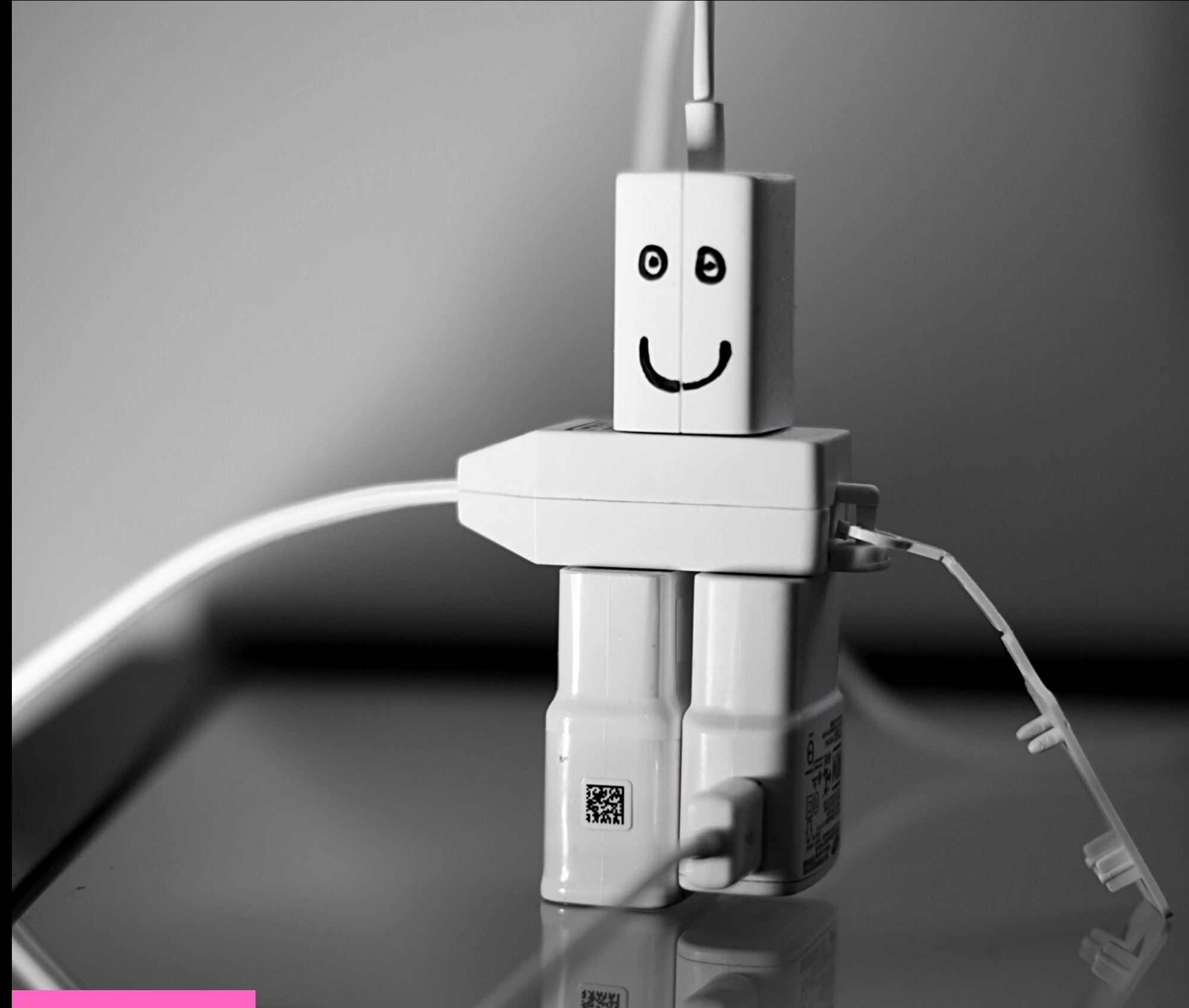
02.

And Stay Optimistic

Practice daily gratitude for what is going right and embrace the suck and let go of what you can't control. Choose wisely what you engage in.

"And if you are going through **hell**, keep going"

Despite the challenges hurled at me and set me back, I keep showing up, even when it hurt. I was forced to adapt in the face of adversity over and over again... because if you can't show up for yourself, how can you show up for your team? Cutoff hair, rotated bones, 21+ months of isolation, face messed with, fat injected after weightloss, car accident, four moves, broke, lost condo, no social circle, divorce after 20 years, and people trying to "age" are some personal highlights of **#COVID**



A black and white photograph of a small seedling with two leaves growing out of a hand holding soil. The hand is cupped, and the soil is dark and textured. The seedling is the central focus, with its stem and leaves clearly visible against the dark background of the hand and soil. The lighting is soft, highlighting the texture of the leaves and the skin of the hand.

**#growth +
comfort do not
coexist**



"To share your weakness is to make yourself vulnerable. To show yourself vulnerable is to show your **strength**"

**"In order to have what you really want,
you must first be **who you** really are "**



More than...



Who are you if you take away:

Mother.

Woman.

Aunt.

Daughter.

Sister.

Wife.

Job.

Good Hair.

Attractive.

Victim.

Survivor.

After **22+ months** of Isolation...

"**BEING ALONE HAS A POWER VERY FEW CAN HANDLE**"

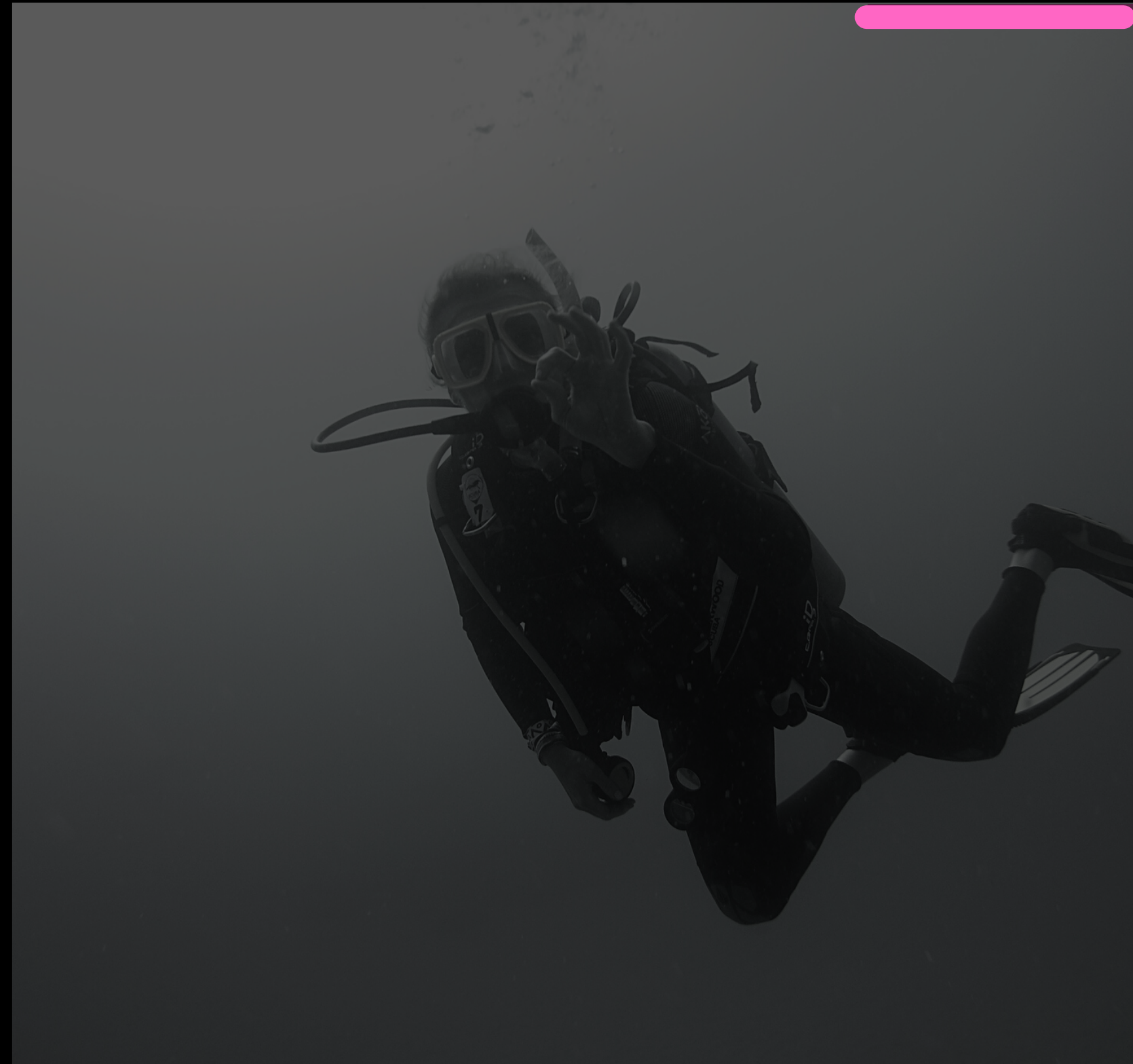
Almost **3,000** running miles

6,800+ cycling miles

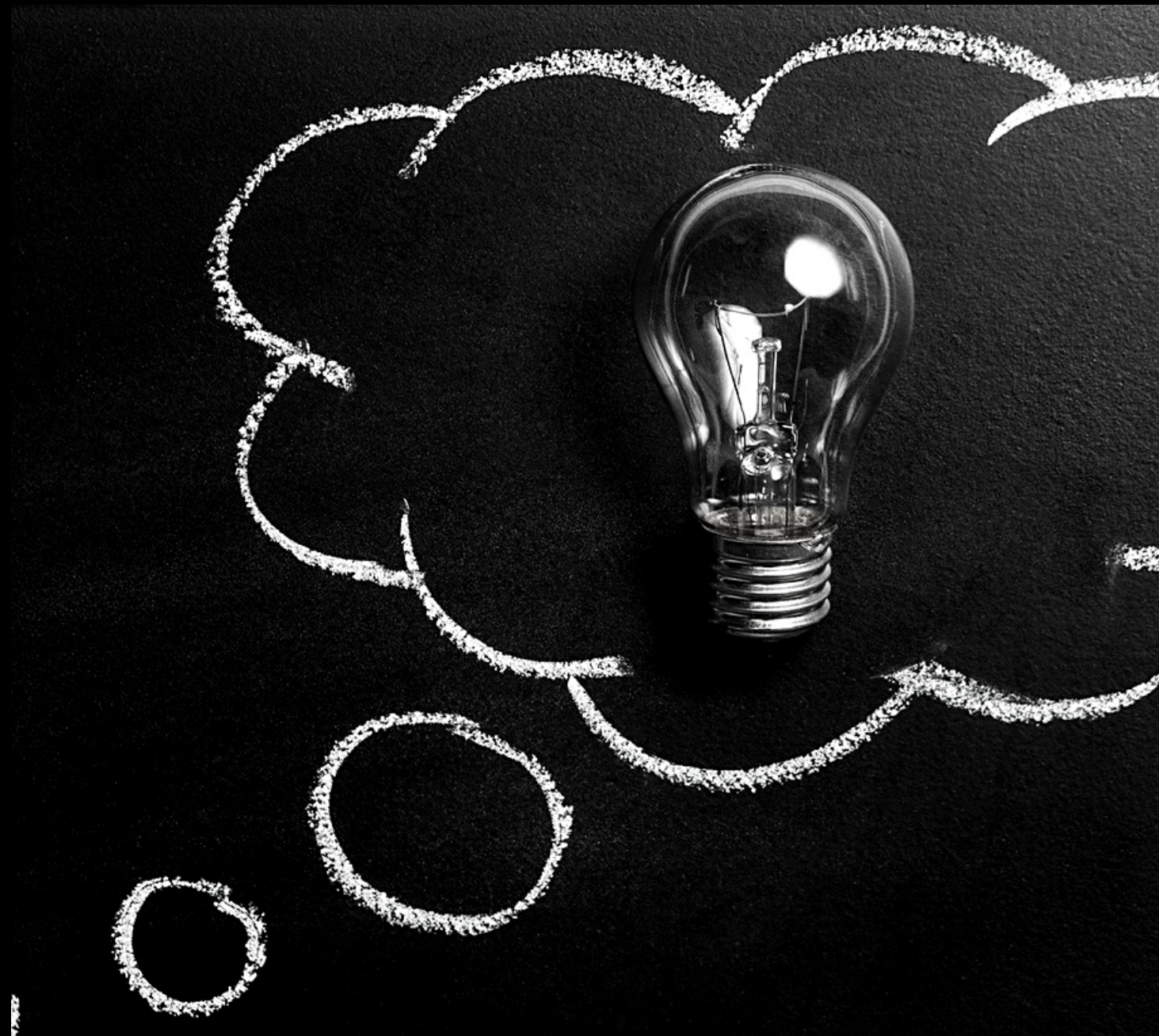
368,000+ yards of swimming

Coached **ME** to a **70.3 Ironman** and came out on the otherside as a **certified Ironman coach**

Scuba diving certification



"If you are not willing to learn, no one can help you.
If you are **determined to learn**, no one can stop you"



22+ Months of Learning(s)

01.

Ironman Coach

Ironman was so transformational for me, I am now a certified coach!

02.

Professional Certifications

Project Management | Data Analysis | Digital Marketing | AI | Risk Management

03.

No one else is responsible for my career development

It is up to me to keep my skillset relevant and take control of my future development



Stronger. Braver. Loved.



"Stay **#true** in the dark and humble in the spotlight"

Level 5 Leadership

Perfect balance of humility and indomitable will. Focus on positive impact on others vs. own legacy - Good to Great

Integrity is everything

Ability to look in the mirror with a clean conscience is everything

A stack of several books is shown from a low angle, with the pages of the top book slightly open. The books are dark in color, and the pages are a lighter shade. The text is overlaid on the books. The text reads: "Suddenly you know...it's time to start something new and trust the magic of new beginnings ... and so the **next chapter** begins". The words "next chapter" are highlighted in a bright pink color.

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