

# What Leaders Need Now

Helping leaders optimize business and life!

## Team Leadership Is Essential Now And In The Future

*As we continue to shelter in place, or slowly return to our workplaces, it's important for us to think about what's next and how we want to "be" individually and collectively. All of us will be changed by this experience, so how do we emerge better and healthier, and how can we make our future lives at work better? We have provided our top team leadership recommendations, based on the work of Patrick Lencioni, author of The Five Dysfunctions of a Team.*

### Team Leadership Recommendations

- Continue to build trust with your immediate team virtually – this is a time to be exceedingly human and strong relationships with each individual across the team. Focus on what helps each of you to be effective and to connect personally.
- Spend time getting to know one another – do long check ins, if you haven't done one yet – that's ok. Do one now. Plan to spend up to 3 hours to see how people are doing. Ask questions like "what are you learning from this experience," "what's been challenging for you," "what do you need that can help you?"
- This is a time to be vulnerable; it's not the time to be invisible. You may feel like people will see you as a micro-manager if you check in too often. Yet, if you do so with heart, they will be looking forward to hearing from you.
- When you get to back to being face to face with one another, don't stop being human. Continue to check-in and build relationships during every team meeting and every 1:1 meeting.
- Remember that people are in the same storm, but their experience is different. We need to hear from each other, and healthy conflict helps to build trust. Disagree, argue, debate – that's important. Push each other to say what's really going on. Now and in the future, it's important to give grace, forgiveness and compassion to one another
- On Zoom calls make sure that everyone weighs in, and the same when you are face to face again with each other. Clarify and post what it is you say you're agreeing too.
- Have open and honest conversations about the things that don't get done. It's tempting to let things go because we are sensitive to each other's unique experiences, but we're still a team rowing together.
- As you talk to each other be kind – don't assume that someone has dropped a ball on purpose.
- Create a rallying cry – a single focus for the next 60-90 days. What are the most important things for us to focus on and who does what? Spend time during team meetings talking about what you're doing and what's been achieved.
- In isolation we are trying to be busy for the sake of busy. The same can be true when some or all of us return to our workplaces. Spend a lot of time together so you all know what's important.

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We're ready to begin! Contact us today to find out how we can help you optimize your business and your life.

## Contact Us

[info@whatleadersneednow.com](mailto:info@whatleadersneednow.com)  
[www.whatleadersneednow.com](http://www.whatleadersneednow.com)



**Andrea Chilcote**  
President  
Morningstar Ventures

[Contact Andrea](#)

[Visit Morningstar Ventures](#)



**Sheppard Lake**  
President  
Sheppard Lake Coaching

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**Laura Roccaforte**  
President & CEO  
The Learning Exchange

[Contact Laura](#)

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