



Women In Cable Telecommunications

Leading through Uncertainty

June 24, 2020



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THIS WAY

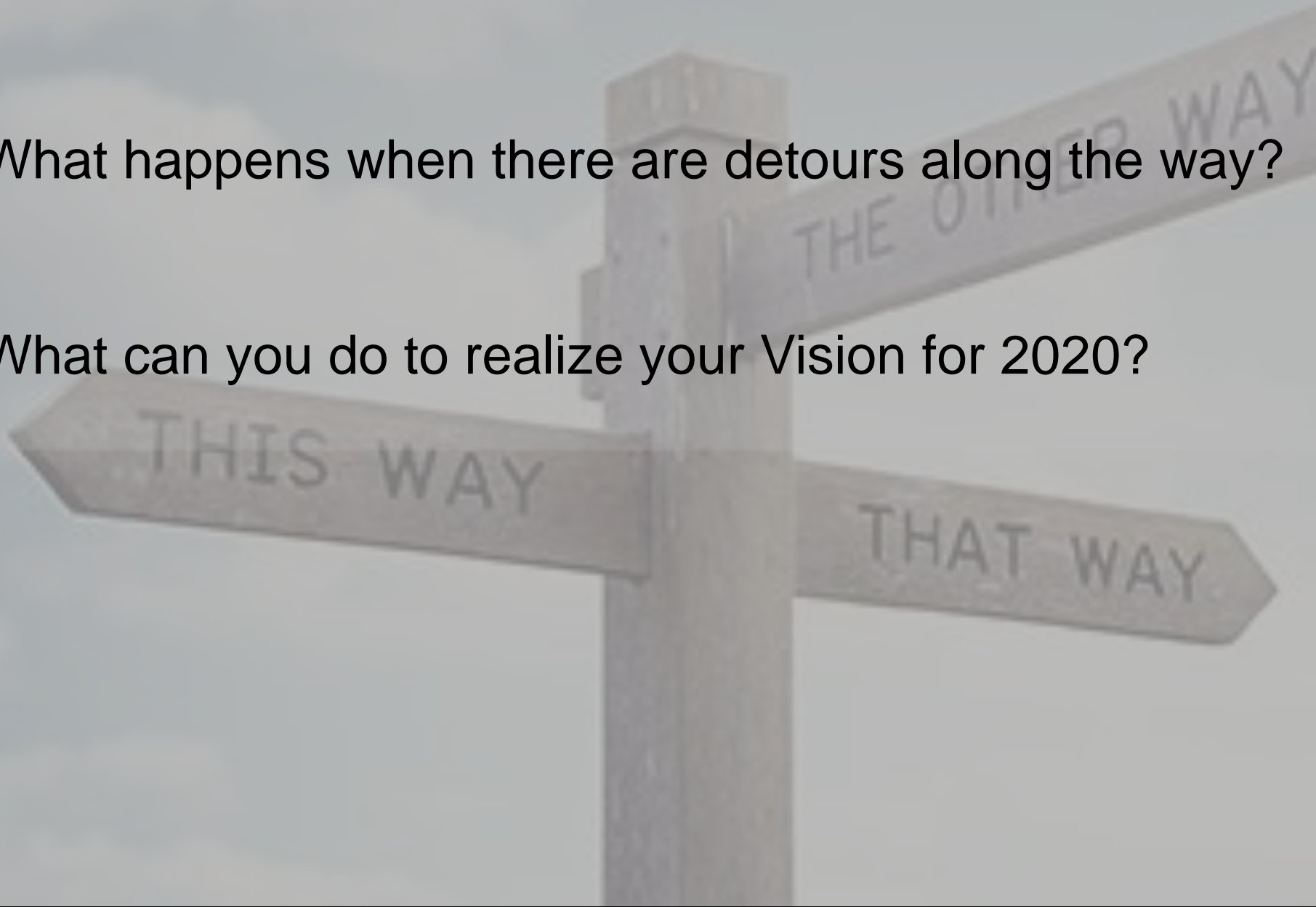
THE OTHER WAY

THAT WAY

How do you stay on course ?

What happens when there are detours along the way?

What can you do to realize your Vision for 2020?



Leading through Uncertainty

[LINK](#)



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Leading through Uncertainty

- Model Good Work Habits, Inspire Confidence
- Talk to a trusted advisor about your uncertainty
- Take the next step—move forward!



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Evaluate Your Level of Control

Leaders who effectively manage change can identify with some level of influence and control throughout the process, if they are able to get teams thinking through the elements of a change:

- *What is within their control?*
- *What is within their influence?*
- *What is beyond their control?*

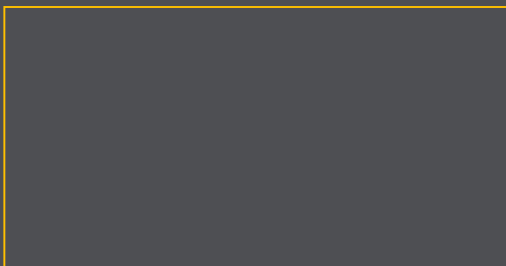
Evaluate Your Level of Control Exercise

Draw 3 columns on a sheet of paper, label each column as follows:

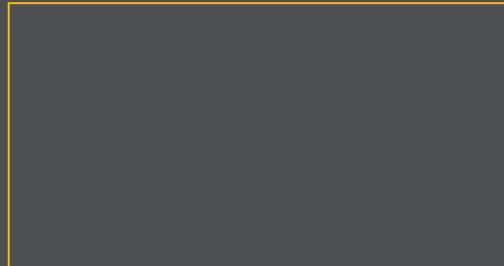
- First Column – ***I CAN CONTROL***
- Middle Column – ***I CAN INFLUENCE***
- Last Column – ***I CANNOT CONTROL***

Take 1-2 minutes to write things beneath each column

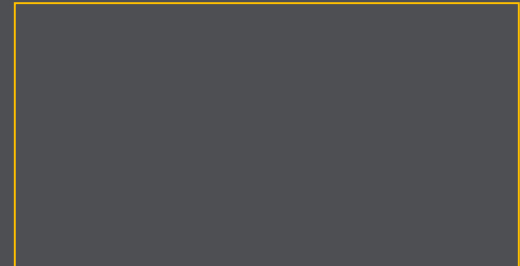
I Can Control



I Can Influence



I Cannot Control



Evaluate Your Level of Control

Some things to consider....

I Can Control

- My thoughts
- My actions
- My attitude
- My words

I Can Influence

- My family
- My goals
- My health

I Cannot Control

- Economy
- Pandemic
- Other Peoples Actions

Evaluate Your Level of Control

How to let go of things beyond our control (negative energy) and refocus on things within our reach (positive energy)

I Can Control

- My thoughts
- My actions
- My attitude
- My words

I Can Influence

- My family
- My goals
- My health

I Cannot Control

- Economy
- Pandemic
- Other Peoples Actions



Leading Through Uncertainty: Personal Experience

Lisa M. Rhodes



**CHANGE IS GOOD...
YOU GO FIRST.**

21 Ways to Inspire Change

BY MAC ANDERSON AND TOM FELTENSTEIN

Change is Good You Go First: 21 Ways to Inspire Change - by Mac Anderson & Tom Feltenstein
<https://simpletruths.com>

Something to think about ...

People

love change.

THEY JUST DON'T LIKE
transitions.

Matthew Kelly

www.upcyclededucation.com

Matthew Kelly said, "It's not the change we are worried about, we all like change. It's the transition that is hard."

Floyd Consulting.com

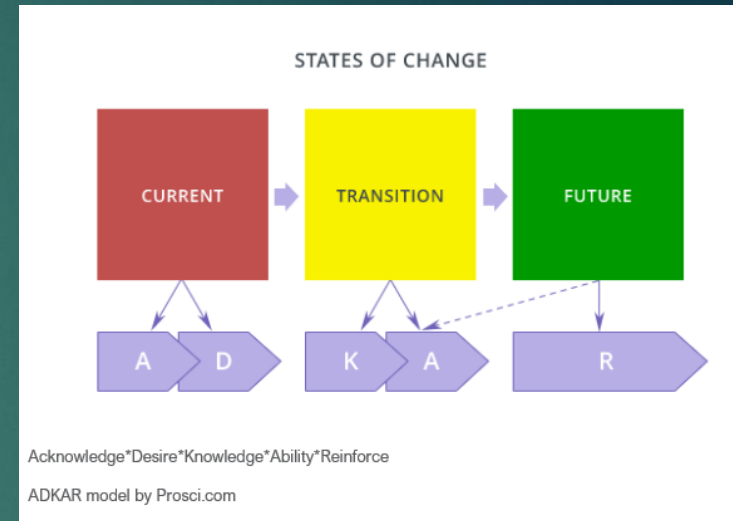
No one loves uncertainty, but here's what can we do ...

Think about it this way-

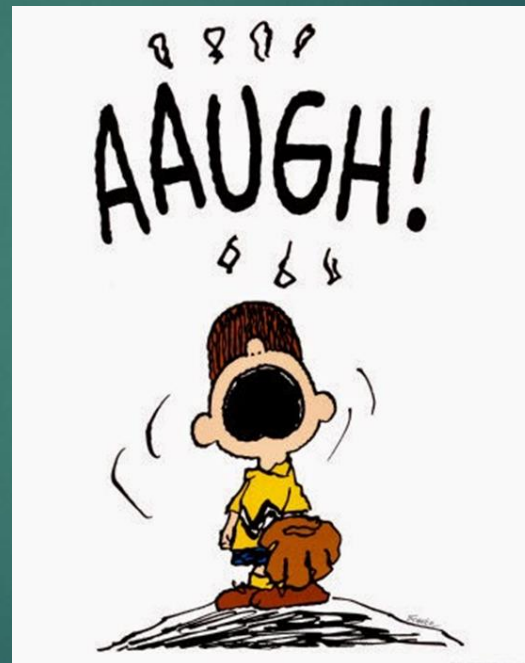
Try this simple exercise.

What did you discover?

- ▶ Be deliberate.
 - ▶ Consider a framework - ADKAR
- ▶ Seek to Understand.
- ▶ Maintain a pulse on the climate/adjust.



Uncertainty can be unsettling and
change can be hard and we can
be stubborn ...





The Experience of Change is Unique as the People Involved.

- ▶ Incredible uncertainty – Today's Pressures
- ▶ Current Center - Defining positive outcomes.
 - ▶ Is it a new normal ... *everything is temporary!*
- ▶ How you respond, manage, react, proceed matters.

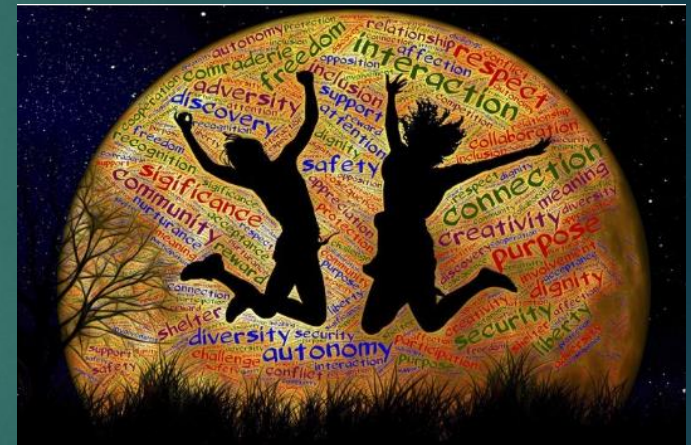
Most Important Tips:

- ▶ Consider a **framework** you can manage – Operate with *Transparency*.
- ▶ Be **aware** of what **change means** to others - *Simplify*.
- ▶ Change is very individualized - *Inspire*.
- ▶ Practice Critical Reflection – *Encourage* others to do the same.
- ▶ Be **creative** & **ask** questions — *Drain the swamp*.
- ▶ **Reinforce** & share results - *Support*.



We Inspire Through Building the Fire Within

- ▶ Uncertainty and change can be BIG - share the big picture.
- ▶ We know that thriving at work is possible when:
 - ♥ *Learning*
 - ♥ *Having a voice*
 - ♥ *Making a contribution*
 - ♥ *Building/maintaining relationships*
- ▶ Maintaining open communication is key!



For individuals to experience thriving at work, people need to feel valued. **They need to have the opportunity to learn, share their voice, and understand their individual contribution to the bigger picture.**



YOU CAN'T POUR
FROM AN

Empty
Cup.

TAKE CARE
OF YOURSELF
FIRST.

Self-Care

March 2020....



Be Good to Yourself



Detox Salad



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Detox Salad Recipe

- **Ingredients**

- LEMON-CHIA VINAIGRETTE

- 2 tablespoons Dijon mustard
- 2 tablespoons chia seeds
- 1/2 cup fresh lemon juice
- 1/4 cup extra virgin olive oil
- 1/4 teaspoon kosher salt
- 1/8 teaspoon black pepper

- SALAD

- 4 cups packed stemmed kale leaves, thinly sliced
- 2 medium carrots, grated
- 8 ounces Brussels sprouts, trimmed and thinly sliced (about 2 1/2 cups)
- 2 to 3 cups finely chopped broccoli florets
- 2 1/2 cups shredded red/ purple cabbage
- 1 cup fresh blueberries
- 1/2 cup pumpkin seeds
- 1 avocado, sliced

Preparation

For the dressing:

1. In a small bowl, whisk together the mustard and 2 tablespoons water until emulsified.
2. Add the chia seeds and whisk again.
3. Add the lemon juice, oil, salt and pepper, and whisk to combine. If the chia seeds clump together, allow the dressing to sit for 5 minutes or so and then stir. It will become smoother and thicker as it sits.

For the salad:

1. In a large bowl, combine the kale, carrots, Brussels sprouts, broccoli and cabbage.
2. Stash in a sealed container in the fridge and build each salad when you're ready to eat.

To assemble individual salads:

1. Transfer 2 cups of the veggie mixture with 2 tablespoons dressing to a plate.
2. Top with 2 to 3 tablespoons blueberries, ^{SEP}1 tablespoon pumpkin seeds, and avocado. Add extra dressing if you like.



Eating Right in Difficult Times

To avoid negative feelings and difficult situations we do one of the following:

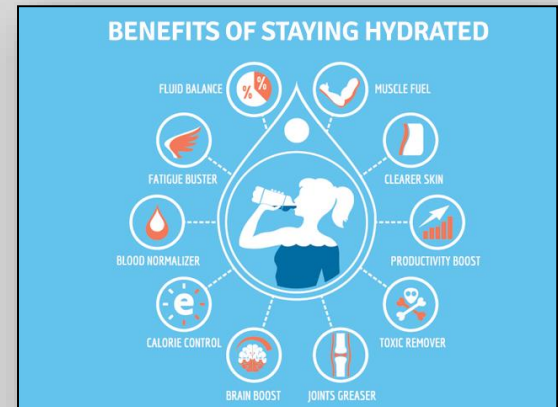
- Over eat
- Over drink
- Over spend
- Binge watch TV
- Sometimes even over exercise

Eating Right in Difficult Times



How do I get back on track?

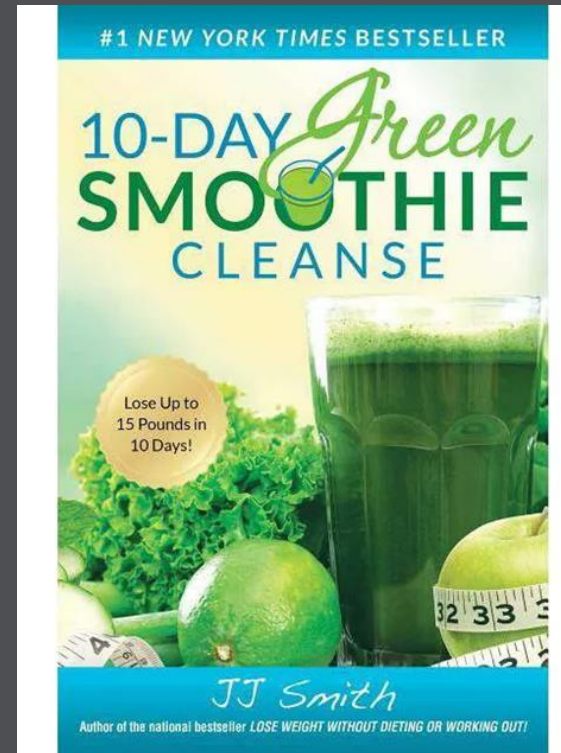
1. Create a routine.
2. Snack smart.
3. Eat plenty of protein.
4. Hydrate! Hydrate! Hydrate!



Rest, Reboot, Recharge!

10 Day Green Smoothie
Cleanse by J.J. Smith

Found on Amazon or any
eBook platform.



Upcoming Events

July

- Mentor Protégé Connect
- WICT Mentor Committee Check-In with Mentors and Protégés
- Webinar #2: Career Paths

August

- Mentor/Protégé Connect
- Webinar #3: Personal Branding and LinkedIn Tips

September

- Mentor/Protégé Connect
- Webinar #4 Managing Up

October

- Mentor/Protégé Connect
- Webinar #5 Executive Presence

- November

- Program Wrap-up
- WICT Greater Ohio Year-End Event & Mentor Program Recognition



Thank You for Participating!

QUESTIONS?



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