

Enthuse Your New World....

“Remember that processes and policies did not get us through this; humans did”

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Kirsty is an Executive Coach, Leadership Consultant & Speaker. Her role & identity changes – sometimes coach, sometimes designer of programmes, speaker or conference host. Whatever Kirsty is doing, she is an inspiration & drives positive leadership & impact on individuals & organisations.

React

“Nonessential and essential”. This is the narrative, the dualism, of this period. With the reconfiguration of business & the cancellation of work it was an uncertain time. The non - essential element I took personally, thinking that as a human this was the case! This was the first couple of days & it was important to sit with the emotions; recognise them & accept them. After, there was an aliveness & alertness that grew, recognition of the possibility of helping more people which, weirdly, solidified my sense of purpose.

Response

That alive feeling has grown; I am planting seeds for now, & the future. In business, I am seeing elegant communication from leaders – setting context & providing clarity & deeply listening. The leaders of these teams are getting a good listening to, rather than a good talking to! People are checking in & asking how people are – & caring for the answer. We are seeing more humanity, in a time where we are disconnected, we are experiencing deep human connection. And!...I am observing challenges for some, certain personality types struggling as our constructs of reality change, morph & disappear. This will be the work of the leaders as we move forward to recognise the need for stability & to sit with the chaos & complexity – the paradoxes are changing, the safety of ‘what was’ unpredictable & our leadership postures shifting. This presents possibilities & an opportunity for new ways of thinking and that’s exciting – and mildly terrifying depending on what day you look at it.

Repurpose

And so to the future. As the constructs of our working environment change – from a desk in the city to the corner of our kitchen table- then as does our relationships. This could be the spans of control – having teams of 150, 200 may have worked in the large offices but does it work in this way of working? How do we create self managed teams & encourage motivation? How do we build responsive, capable teams & increase resourcefulness & flexibility for individuals? Let's enter this phase with more questions than answers & avoid falling into the old agreements & hierarchies that existed before this. In our lifetime as humans this is the biggest learning space we have entered into – lets walk into it with grace in our hearts, with more empathy & trust. And remember that processes and policies did not get us through this, humans did.