Navigating forward in uncertain times

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STAND back, look up, move forward

- Stay focused on what’s possible now
- Take a deep breath and let the old way go
- Assess then act practically and objectively
- Navigate with purpose based on today’s data
- Decide your next moves as things unfold
Stay focused on what’s possible now

Stephen Covey’s Circle of influence/Circle of Control*

• Evaluate your emotional state
• Focus on what you can control
• Determine your guiding principles upfront
• Establish your long-term end goal

*Seven Habits of Highly Effective People, Stephen Covey
Take a deep breathe, let the old way go

What do you need today?

• Review your staffing needs against your plan
• Identify the positions that can go remote
• Build your job requirements according to the job roles
• Create metrics to evaluate performance
• Get some of your key people involved
Communication is critical

- Embrace multi-channel communications
- Build communication protocols into the plan
- Evaluate cost effective tech
- Teach yourself and your people how to use them
- Experiment, but stick with it
- Avoid apply old methods to new channels e.g. video and audio meetings are moderated
Assess then act practically and objectively

- Account for the operational logistics e.g. devices, connectivity, online security, etc.
- Communicate the plan to your entire team
- Shift your role and engage your deputies
- Start evaluating again the new plan
- Provide a lot of feedback up front
- Keep in touch using every channel you have
Navigate with purpose based on today’s data and your goals

- Rely on trusted sources
- Use your networks – we’re in this together
- Stick close so you get information asap
- Adjust according to the best data you have
- Communicate, communicate, communicate – 360 degrees
- Prepare to react quickly and calmly
- Keep learning about new options
Decide your next move as things unfold

- Stay true to your values
- Look for opportunities – first mover advantage
- Check your plan, adjust quickly as needed
- Stay visible and show momentum
- Ask for help and offer help in equal measure
- Stick close to your networks – share info
Questions?
How can we help?

Contact me:
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Keep in touch:
• www.sophaya.com
• www.RemoteNationWorks.org