




Supporting Employees During a Crises and Difficult Times

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Welcome to our Virtual Director Workshop!

- ▶ In order to participate in our virtual class, the following requirements must be met by each participant.
- ▶ Participant must have a working computer with sound.
- ▶ Participant must have reliable internet.
- ▶ Participant must be fully focused on the class and must be free from other assignments and duties. The assumption is that you are sitting in the classroom with the instructor.
- ▶ Participant must be free from other distractions, such as children and/or caring for other individuals.
- ▶ Participant must be signed into each webinar for the entire length of the course. Partial participation is not allowed.
- ▶ Participant is required to participate in conversations, questions and polls.
- ▶ Attendance may be taken randomly throughout the course. Participant must acknowledge their presence when called upon.
- ▶ Participant may participate using their computer, smart phone or tablet.



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This is your opportunity to lead!



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Today's Objectives



 Learn to adjust your leadership style during difficult times


 Learn to give emotional support

 Learn to keep your employees motivated during tough times

 Practice keeping your team morale high during difficult times

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What has been your biggest struggle with staff during COVID?



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Adjusting Your Leadership Style

- ▶ Recognize and allow for the natural reaction of the staff.
- ▶ Have open lines of communication.
- ▶ Allow yourself to receive support from your staff.
- ▶ Lead your organization beyond the pandemic.




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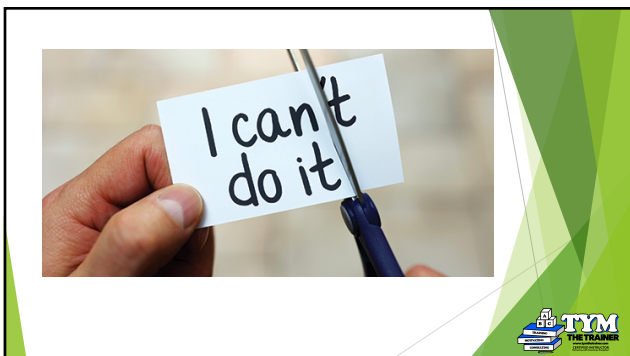
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Give Emotional Support

- ▶ Give each other a pass.
- ▶ Check in.
- ▶ Practice mindfulness and deep breathing.
- ▶ Encourage Gratitude.
- ▶ Remind employees to practice self-care.



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Keeping Your Staff Motivated

- ▶ Keep your door open.
- ▶ Don't bear down on employees because you're stressed out.
- ▶ Praise and recognize hard work.
- ▶ Help employees fulfill career goals.
- ▶ Move dissatisfied employees.
- ▶ Plug leaks.
- ▶ Plan ahead.
- ▶ Get out of the office (if possible)
- ▶ Keep your own worries to yourself.

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Keeping Morale High

- ▶ Increase workplace morale by encouraging candid conversations.
- ▶ Provide counseling sessions to motivate employees during difficult times.
- ▶ Supercharge workplace morale by streamlining your workflow and celebrate every win.
- ▶ Schedule more breaks during the day.
- ▶ Organize optional fun virtual activities to boost employee morale or encourage rest.

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