BUSINESS RESILIENCY: WHAT LEADERS ARE DOING DIFFERENTLY IN 2021

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2020 offered us several MBAs worth of learning.

Now, 2021 extends us the opportunity to adopt a fresh mindset, apply what we learned and grow healthy, resilient businesses.
Trends to explore

• Leading productive remote teams

• Defining the new organizational model for high productivity and strong culture

• Competing to retain and attract the best talent

• Creating new roles to tackle pressing challenges
Waiting for things to go back to “normal”... to the way things were before COVID hit is like waiting for our second 21st birthday.

It is not going to happen.
How do you feel right now as a leader?
Current State
What has emerged?

• Remote leadership
• Virtual collaboration
• Perspectives on Work Space v. Work Place
• Agility around business scenario planning and resiliency
What have we learned?

• Remote performance, gaps, etc.
• Increased criticality of leadership connection to people/culture
• Reflect Forward Framework (RFF) mindset
5 Key Takeaways
1. Leverage Reflect Forward Framework to help yourself and others move forward

- **Pause**
  - (Take a breath, a break)

- **Shift**
  - (Reset your attitude)

- **The space in between**
  - (Human nature - desire to hold on to the way it was)

- **Ask**
  - (How have priorities and goals shifted)

- **Align**
  - (Align learnings with a move forward plan)

- **Action**
  - (Execute the plan with attention to helping guide others)
2. Leading productive remote teams

- Staying connected with individuals and the team
- Virtual collaboration
- Balancing life around work, work around life
3. Defining the new organizational model for high productivity and strong culture

- New norms
- Increased diversity – people, places, way we work
4. Competing to retain and attract the best talent

- Create remote and hybrid work options – *increase your talent pool 10X*
- Stay connected
5. Creating new roles to tackle pressing challenges

✓ What and why new roles?

✓ What purpose are they serving?
Of the 5 Takeaways, which one would you like to spend a few minutes on?
Q&A