

~~“Remote Leadership:  
Planning for the Future”~~

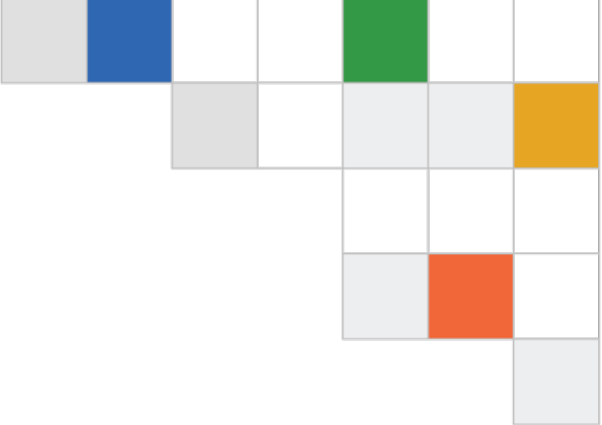
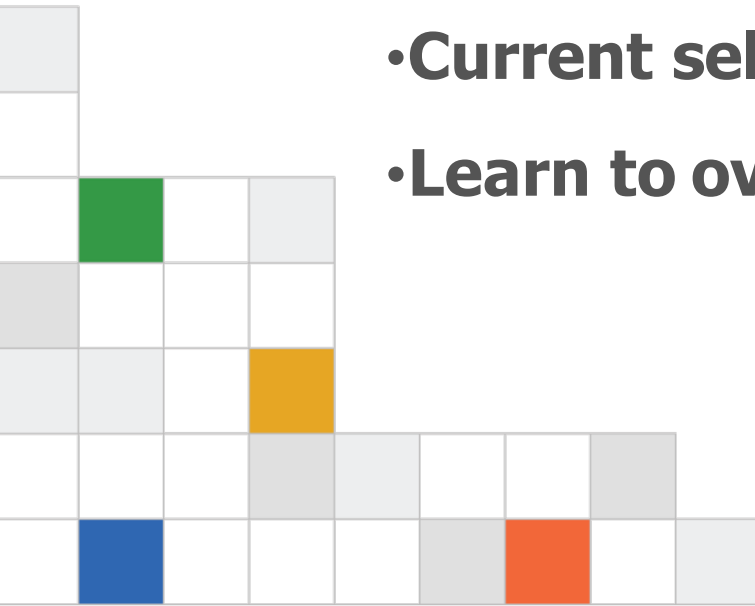
# Executing the Leadership Essential for Success in the Recovery

Chris Davies

[www.miltonkeynes.sandler.com](http://www.miltonkeynes.sandler.com)

Now in our 8<sup>th</sup> year!



- 
- **What's not working right now**
  - **Self-help tools to create momentum**
  - **Managing attitude and beliefs to your benefit**
  - **The behaviours that need to change, many permanently**
  - **Required skills and the vital role coaching plays**
  - **Current selling systems are now obsolete, look forward**
  - **Learn to over-communicate**
- 



# Recording available from the SEMLEP Team

*You need a  
pen and  
paper!*

Link to Assessment at the end



Next Slide you have a choice...



**“You can either have a plan or  
be a part of someone else’s”**

David.H.Sandler




# 1 Today is only a part of the Learning Process





# 2 Participate in the Chat



A man in a dark blue suit and purple tie is sitting on a bed with blue pillows. He has his head bowed and his right hand is covering his face, suggesting a state of stress, frustration, or deep thought. The background shows a wooden headboard and a bedside table with a lamp.

**What is one thing you  
struggle most with Leading  
remotely?**

**Poll**

**"Don't wait. The time will never be just right.  
Start where you stand, and work with whatever  
tools you may have at your command and better  
tools will be found as you go along."**

**Napoleon Hill 1883-1970**

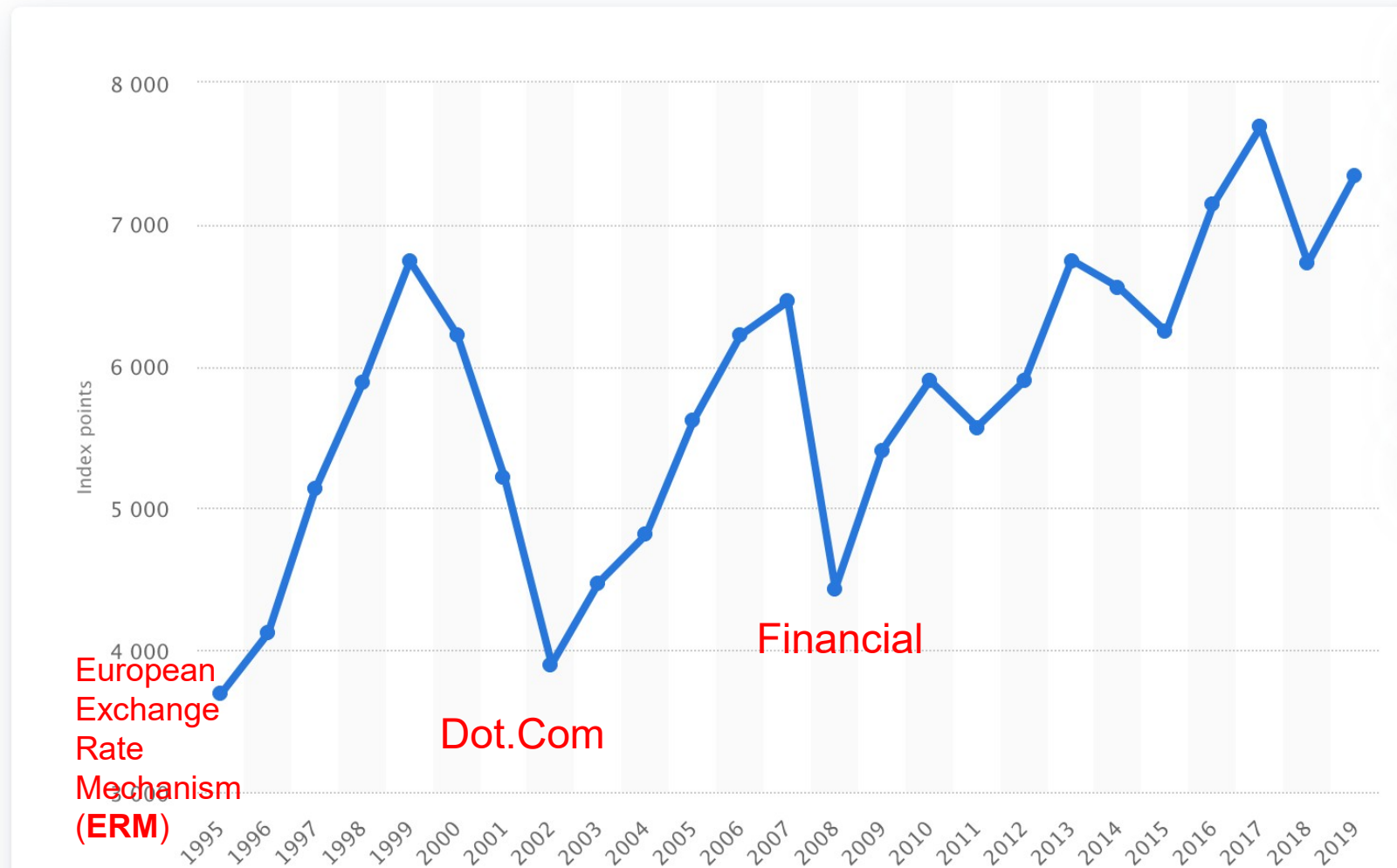
**"Think and Grow Rich"**

**Top 10 Best selling books of all time**



# All Crisis Is **Temporary**

Development of the FTSE 100 index from 1995 to 2019



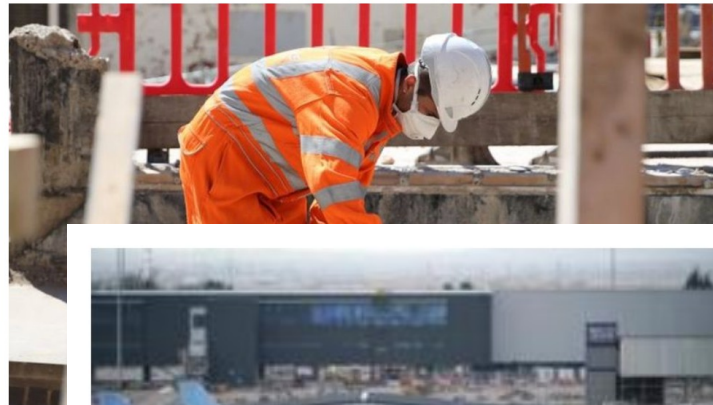
# Ignore bored **Journalists**

## UK economy shrinks at fastest pace since 2008

Analysts say economy was in freefall after just one full week of lockdown

🕒 1h | Business | 💬 441

- UK furlough scheme extended by four months
- Bank of England warns of sharp UK recession



## Tui aims to reinvent holidays but 8,000 jobs to go

The firm says it will provide holidays again as soon as possible, but thousands of posts will be cut.

🕒 1h | Business

## Social distancing 'impossible' on London commute

🕒 1h | England

### ▶ De Niro: Trump 'doesn't care' about Covid deaths

🕒 3h | US & Canada

### ▶ Fighting back after nearly dying from Covid-19

🕒 11h | Health



## 'We feel so lost' - Young face job despair

History shows school leavers' job prospects are often hardest hit after this kind of economic slump.

🕒 10h | Business

# Stark Reality about Solitude

- 80% of our time is spent with others
- We rate time with others as best for Wellbeing
- A social species, humans rely on a safe, secure social surround to survive and thrive
- Loneliness is the perception one's social needs are not met. Serious consequences for cognition, emotion, behaviour, and health. Early death increase 20% (same as obesity & smoking)
- **Consequences of loneliness is a diminished capacity for self-regulation. The ability to regulate one's thoughts, feelings, and behaviour critical to accomplish personal goals or to comply with social norms.**



A young Black man with a beard and short hair is smiling broadly while wearing a large black headset. He is sitting at a wooden desk in an office. In front of him is a silver laptop. To the left of the laptop is a small potted plant in a grey pot, an open notebook, and a smartphone. The background shows a white wall with a blue and white chart, a grey filing cabinet, and a window with green plants. A semi-transparent dark blue banner is overlaid across the middle of the image, containing white text.

**What is one best outcome from managing remotely?**

# During a Crisis, Successful Leaders are...

OutMatch



## Communicative

Communicates clearly, concisely, and in a timely manner during a time of crisis, engaging the right people at the right time to inspire action.



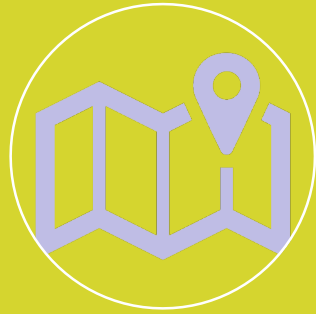
## Resilient

Thinks quickly and decisively during a time of crisis, responding with composure, optimism, and hardiness. Remains energetic and perseveres through challenges.



## Innovative

Embraces challenges and change calmly during a time of crisis and thinks outside of the box to push the organization forward. Quickly adapts to changing circumstances and communicates any concerns.



## Strategic

Proactively gathers input from diverse sources and understands the impact of the decision on all groups impacted by the crisis. Confidently makes decisions and holds self accountable to the outcomes, developing well thought-out steps to ensure that the decision is sound and meets prescribed criteria.



## Influential

Nimble adapts strategies and processes in a time of crisis, anticipating problems and addressing them quickly. Proactively seeks information and coaches others to think creatively in response to a crisis. Makes adjustments as needed, while clearly communicating process changes and expectations.

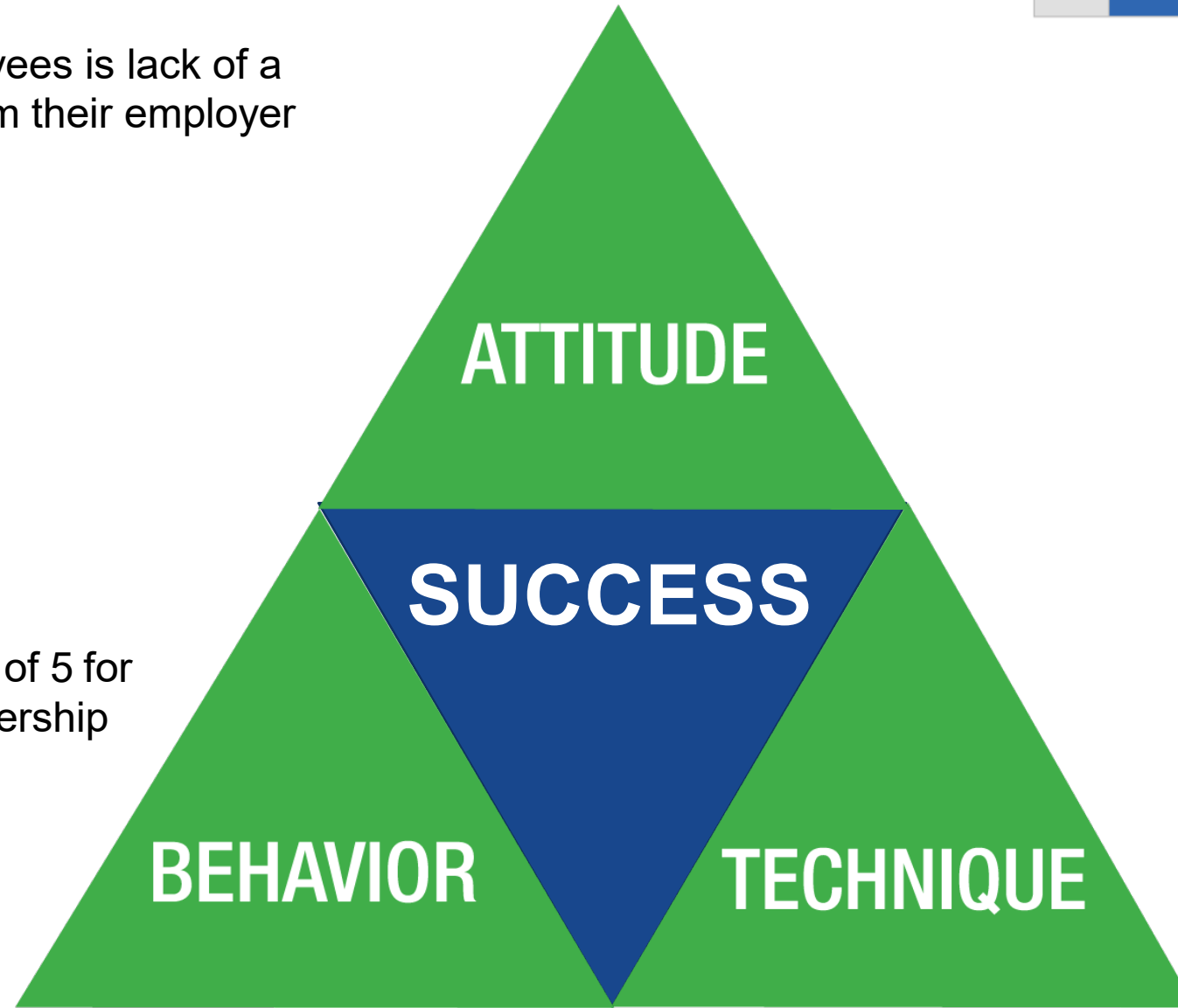


## Supportive

Inspires others through clear direction, positive connections, and decisive judgement. Encourages teams to maintain meaningful and positive interactions while also acting quickly in a time of crisis.



#1 Business gripe for employees is lack of a credible recovery or plan from their employer



Marks out of 5 for  
your Leadership  
Style:





# 'Excellence' in designing your Recovery Plan

*Re-Write Personal & Business Vision*

This powerful leadership model is known as the 6 P's.

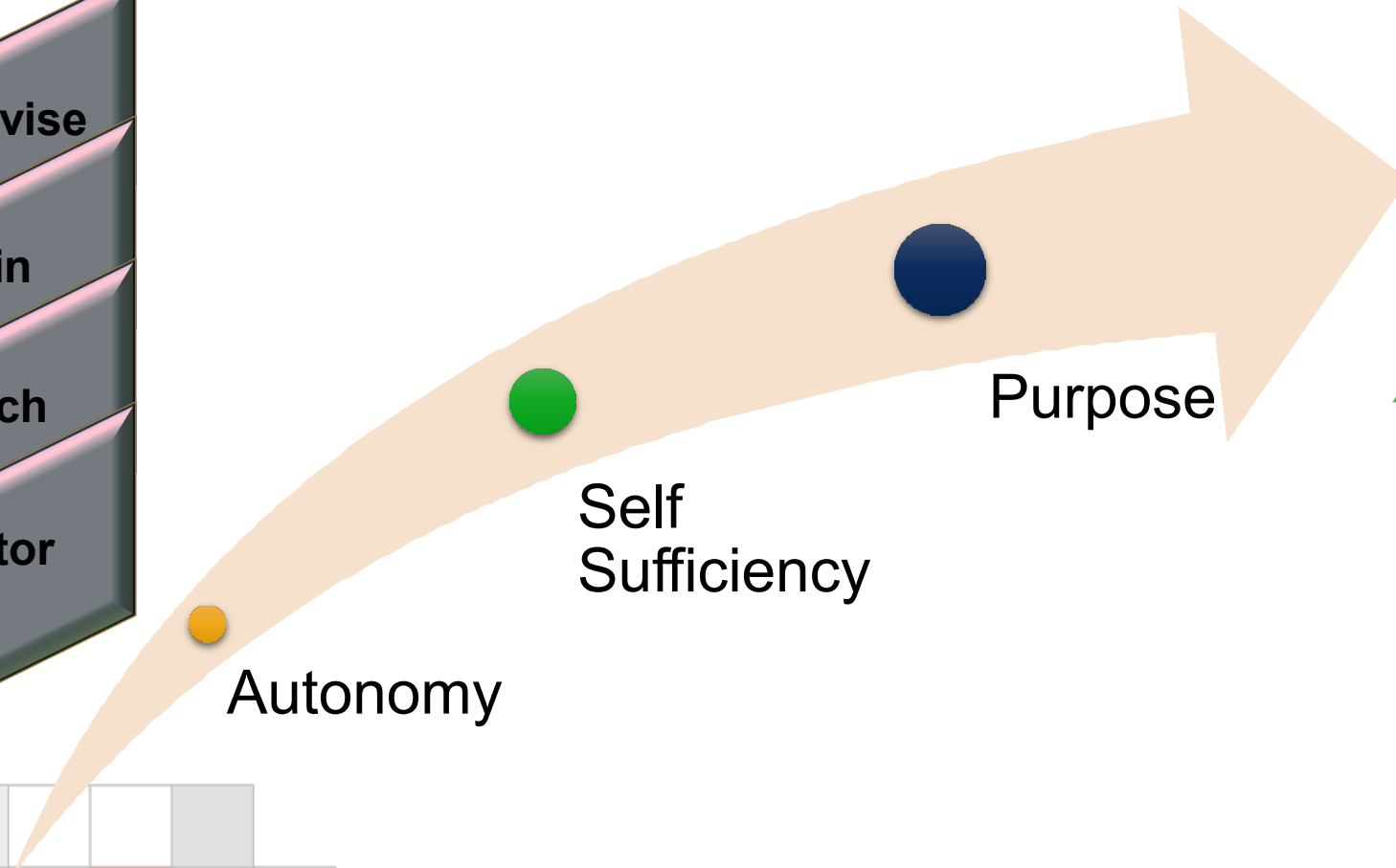
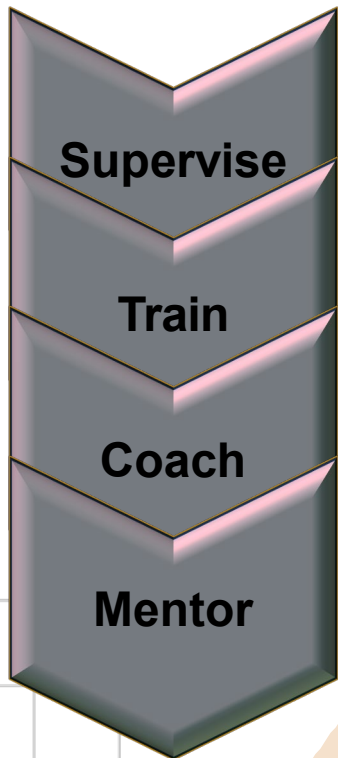
A close-up photograph of a hand interacting with a device. The hand is pressing a green button that features a white smiley face icon. To the left of this button is a red button with a white frowny face icon. Below the green button is a yellow button with a white smiley face icon. The buttons are set against a dark, textured background. A semi-transparent dark blue horizontal band is overlaid across the middle of the image, containing white text.

# Key Performance Indicators

## What do you measure?



# Purpose of Management



# How Do You Feel About Your...

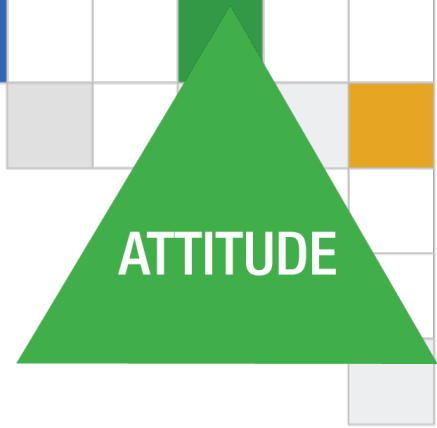
*starts with you*

ATTITUDE

- **Personal Presence**
- **Prospecting**
- **Pipeline**
- **Performance**
- **Profit Potential**



# Elements of the Ideal Attitude



*KPI's that demonstrate:*

- Commitment
- Desire
- Outlook
- Responsibility



# Revise Your Recruiting Behaviours

## Pressing Pause:

- Interviews
- CVs
- Travel
- 1Hr Long
- Instinct
- Prejudice

**IT'S NEVER  
GOING BACK!**

## New Behaviour

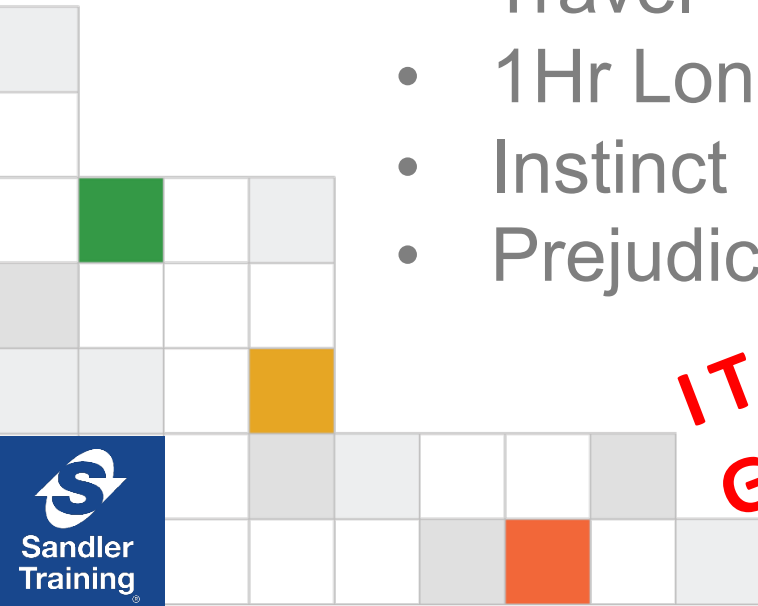
- Video Interviews
- Assessments
- Great Branding/Experience
- Supported decisions
- Cut to the Chase
- Diversity assured



**Twitter allows staff to work from home 'forever'**

The social media company said its work-from-home approach during the lockdown had been a success.

6h | Technology



# Revise Your

# Recruiting Behaviours



BEHAVIOR

Old world  
platforms  
'make a use  
NEW fit for  
purpose

## Pressing Pause:

- Zoom's not the same
- Assessments been around a while
  - Multi Platform
  - CV Keyword Reading
  - See everyone
  - Prejudice

## New Behaviours:

- Dedicated platform
- Assessments combined with above cheaper
- Great Branding/Experience
- Out of the box thinking perhaps not from industry
- Cut to the Chase
- Retrain?



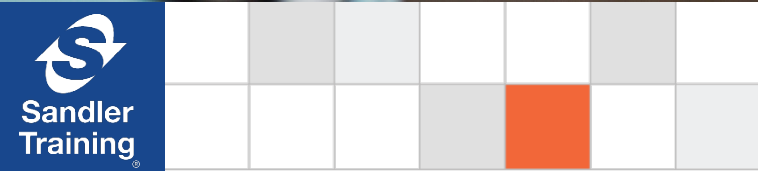
# Plan & Prepare for Your NEW Professional Behaviours



- Your Territory
- SWOT Analysis
- Growth Potential
- Profit Margins
- New Products or Sales Pitches

*They can't be  
the same*

BEHAVIOR



# Mastering Your **COACHING Skills**

TECHNIQUE



Reversing questions  
are the keys to better  
conversations!



A smiling man with a beard, wearing a blue denim jacket and a headset, is sitting at a wooden desk in an office. He is looking towards the camera with a friendly expression. In front of him is a silver laptop. To the left of the laptop is a small potted plant in a grey pot, an open notebook, and a smartphone. The background shows a white wall with a blue and white chart, a grey filing cabinet, and a green plant hanging from the ceiling. A semi-transparent dark blue banner is overlaid across the middle of the image, containing white text.

**From the last slides, take-aways to  
take back to your business?**

**Poll**





Chris Davies 

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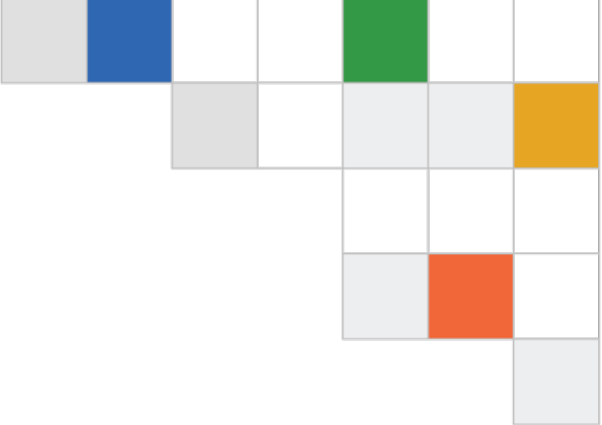
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- 
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