

Three ways to lead thriving teams in changing times



In 2020, many organisations undertook a vast digital transformation and adopted wide scale working from home practises. This was achieved not through management strategy or a new technology solution, but almost overnight by the realities of COVID-19 - and it is here to stay.

88%

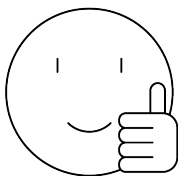
of workers say more working from home will become the new normal.

While it may not be all workers, every day, most workers in this knowledge economy will have more of a regular opportunity to work a day or two from home. Our research shows 88% of workers say more working from home will become the new normal.

Here are three ways to lead thriving teams in times of uncertainty and change

1. Don't lose sight of purpose and culture

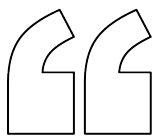
Understandably, many businesses are in survival mode. The fight or flight mentality can easily kick in, and while caution is necessary, don't lose sight of communicating your purpose and investing in your culture. This helps to keep people motivated and inspired, even while working from a distance. When work is enjoyable, positive, and creates a sense of belonging for people, then people do their best work.



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2. Continue to invest in training and staff development

Training is key to staff attraction and retention and will continue to be important even in this new normal of people working remotely.



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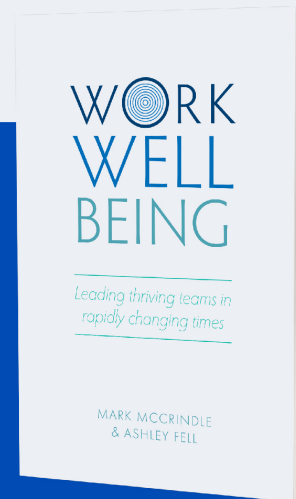
3. Keep the communication up and be intentional about it

While there are many benefits to working from home such as the resulting time savings (no commute), cost savings (on travel and lunches out), and better work-life integration, there are also challenges such as the blurring of boundaries, social isolation and less opportunities for collaboration. Leaders that regularly communicate with their people, are intentional about checking in with them and look for opportunities to collaborate in new ways will help their people and organisation to thrive.

Work Wellbeing

Leading thriving teams in rapidly changing times

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