

LEADER RESOURCES

LEVERAGING THE BENEFIT OF DISRUPTION

During times of disruption, it's easy to focus on short term goals. Leaders may put off strategic plans, waiting for the time when "things are back to normal." However, disruption usually means we have entered a new normal. Now is the time to leverage this new normal to seek out the benefits of disruption. It's time to **WATCH, REFLECT,** and **ACT**



WATCH

Spend 15 minutes watching organizational change expert, Jim Hemerling, discuss how leaders can use external change to advance business objectives.

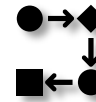


REFLECT

Take some time to think about these questions. Your answers may spark additional questions you will want to consider.

- How can I help my team connect with a deeper sense of purpose during this time?
- What initiatives can my team drive that will support the organization, drive growth, and develop talent?
- What new knowledge, skills, and behaviors will employees need for this new way of working?
- What support do employees need to stay informed of changes to the organization, its strategy, and its culture?
- How do I include my team in the changes that are happening in our organization? What can I do to be inclusive?

Use the space provided on the other side of this job aid to write down your thoughts.



ACT

During times of disruption, leaders are often forced to deprioritize some existing work. Think about how your work might fit into these three categories:

- Work That Can Stop or Be Put on Hold
- Work That is New or Can Change
- Work That is Essential to Continue
- Work That is New

EXAMPLE

Stop/Hold

Examples:

- Non-essential projects
- Anything that relates to an initiative the organization has put on hold

New/Change

Examples:

- Leverage team's skills to support the organization in a different way
- Repurpose non-essential project time to focus on innovation

Essential to Continue

Examples:

- Any work that is essential to keep your team going or that contributes to other departments' essential work

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Use the spaces provided to reflect on how you can lead through disruption and the three categories of work. This will help you see more clearly how your team can leverage disruption and support the organization.

How can I help my team connect with a deeper sense of purpose during this time?	
What initiatives can my team drive that will support the organization, drive growth, and develop talent?	
What new knowledge, skills, and behaviors will employees need for this new way of working?	
What support do employees need to stay informed of changes to the organization, its strategy, and its culture?	
How do I include my team in the changes that are happening in our organization? What can I do to be inclusive?	

Stop/Hold:
What work can stop/be put on hold?

New/Change
What is our new work/how can our work change?

Essential to Continue
What must we continue?

Empty rounded rectangular box for notes under Stop/Hold.

Empty rounded rectangular box for notes under New/Change.

Empty rounded rectangular box for notes under Essential to Continue.