

LEADERSHIP DURING TOUGH TIMES

Hans-Harry Bittner

President, BIT future and Bittner International Training
Germany

Abstract

Leadership Post-covid 19 has truly been a complex affair. For CEOs and leaders, this pandemic situation has been an ultimate leadership test. They are facing the unforeseen demands and grievances from the work-force. Leaders are finding it challenging to cope with issues personally and professionally. "Working from home" which used to be a rare luxury in the organization has become a new and necessary normal. The role of a leader as an exemplary person for his family, organization and team has been ultimately challenged now. He needs to imagine beyond imagination and think beyond thinking capacity to lead through the crisis and take the team to the better future. This article deals with the present-day issues in leadership and shows the path to the leaders about how getting connected to the team and keeping communication channels constantly alive could solve many a problems. The article foresees the need for being innovative and kind for the leaders towards their team and organization. The article anticipates that if the leader chooses to walk alone, without recognizing the importance of walking with the team, the organization will not achieve anything significant. The article reiterates the fact that the world needs such leaders who would let their ego fly away and work with large hearts in favour of a common and powerful movement for a better future of the whole system they belong to.

Key Words: Leaders, Organization, Post-Covid Leadership, culture-audit

FROM EGO TO WEGO: UNLEASH TRANSFORMATION POWER IN COVID 19 CRISIS, SPONSOR INNOVATIVE CAPACITY AND NURTURE YOUR LEADERSHIP SKILLS

"I love those who can smile in trouble, who can gather strength from distress, and grow brave by reflection. 'Tis the business of little minds to shrink, but those whose heart is firm, and whose conscience approves their conduct, will pursue their principles unto death." Leonardo da Vinci

In these already crazy times, reinforced by WHO global pandemic warning and announced lockdown of society and economy by politicians and scientists, with all the street fighting activities in our Western World, you as a person and as a leader will have to refocus your activities and energies. First of all, activate your survival senses: define your standpoint, get new orientation towards your individual North Star, adapt to a new level comfort zone for your values, ambitions and objectives.

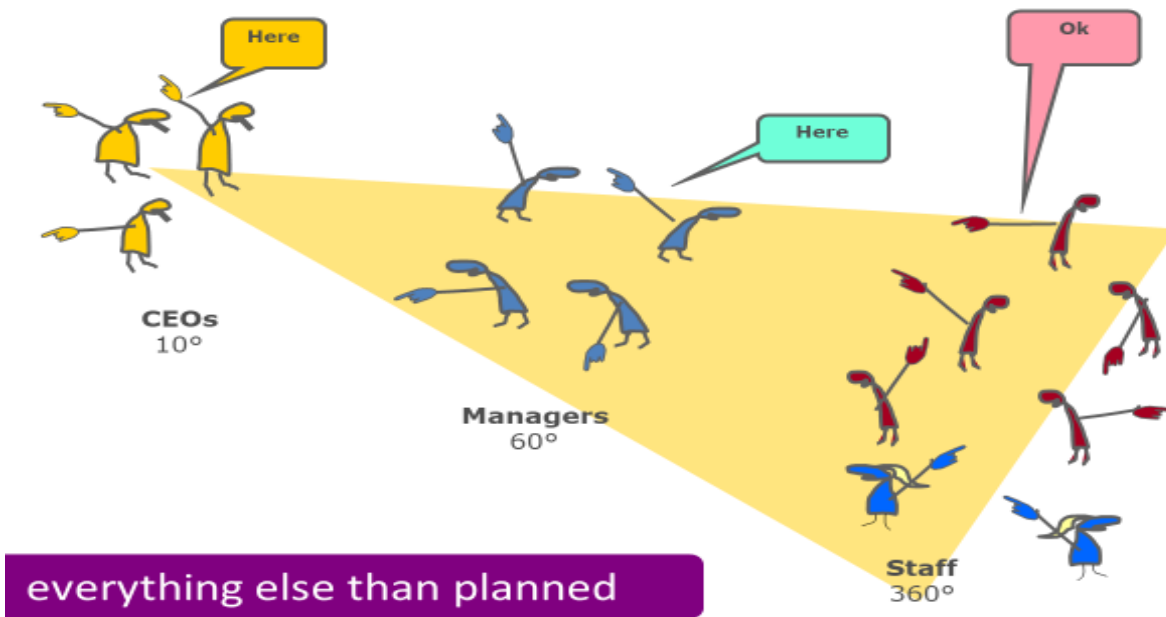
A NEW MIXTURE OF PRESENCE, REALITY AND FUTURE

And the running changes are huge and of high impact already. Future experts outlooks describe these aspects as our coming daily business reality:

1. Working from home becomes the new normal.
2. Remote hiring of technical talent will become the norm.
3. The digital migration accelerates.
4. We could get to a state of nearly universal online access at home.
5. Education goes virtual.
6. Healthcare confronts some old problems.
7. Venture capital hunkers down.
8. Restaurants might permanently link up with delivery service platforms or expand their reach via ghost kitchens.
9. Transportation rebounds - and evolves.
10. Manufacturing gets a wake-up call.
11. New thinking changes old businesses.

FINDING YOUR ORIENTATION

Where do you stand and where are your team members and your departments concerning these expected changes, nobody could have realistically expected before?



EVALUATE AND DETOX YOUR MIND- AND SKILLSET

In this crisis or other radical change of environment we found these questions helpful for innovative Leaders (referring to Creatrix Jacqueline Byrd) to update their personal inventory:

- Who am I right now and what do I stand for?
- How do my actions, thoughts, words and emotions impact others?
- What insights or perspectives do I need to share more often with others?
- What could I do to encourage more risk-taking, creativity and innovation power in my area of responsibility?

You as a leader should be aware of your role model for your family, team and organisation to lead them through the crisis from a stuck state towards a better future with new opportunities and other options than we all try to imagine yet.

Connection to your team members and ongoing communication with everyone will help to build an engaged together standing attitude at today's challenges.

Please reflect on these questions, to gain your personal power, your inspirational style and your engagement on an energising level again:

1. Am I staying open to possibilities?
2. Am I stepping out: not waiting for others?
3. How can I look at this differently?
4. What can I add that hasn't already been considered?
5. Is this what I really think? Rather than what others have to say?
6. How can I move on from where I am stuck?
7. Am I being too quick to say what mistakes have been made rather than what can be learned?

FIRST AID AND A SENSE OF URGENCY FOR YOUR COMPANY FUTURE

What else is a must do for a leader right now:

1. Axe the fat and demonstrate cost savings: Ideas and activities that reduce your expenses through greater efficiencies or other means.
2. Think about innovative products or services: either line extensions or major breakthrough ideas.
3. Rethink your business model and systems: make a difference in the efficiency, flexibility, and/or responsiveness of your department and organization.
4. Find a new and competitive positioning: sponsor innovative ideas that create unique opportunities to capture market share
5. Support innovative sales and marketing ideas: they will increase sales or enter new markets with existing products.

6. And have a closer look on your personal culture and processes according to the Great Place to Work Culture Audit. Where can you improve?

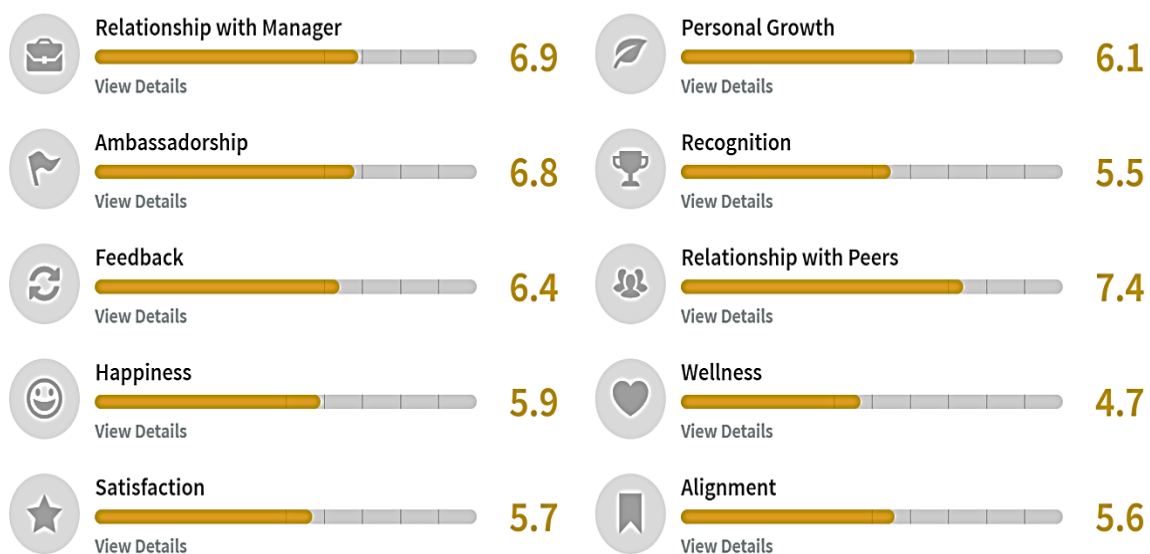


YOU NEVER WALK ALONE! TEAM WITH OTHERS BECAUSE TOGETHER EVERYONE ACHIEVES MORE

As a symbol for being connected to the organisations future many leaders sponsor a monthly wage or their end of the year benefits in favour of the togetherness in sharing these new economic disaster experience. To activate all team members, do not let anyone play the “I don’t care!” game or let the people energies go into negative and destroying activities of protesting, looting and end of the world fantasies. Your leadership will bring strength, self-confidence and saying yes or no to the alternatives. Recommended is an integration of all staff. Keep them busy with senseful and future-orientated project work. Give them responsibility for actions under their control. And do support all people in their serving the system thinking, especially if live saving initiatives are needed. And stay connected with your workforce in home office, during remote work or short-term work through pulse questionnaires with instruments like officevibe or honestly. They deliver a realistic position of where you all stand at the moment in a positive approach.

10 Key Metrics Of Employee Engagement

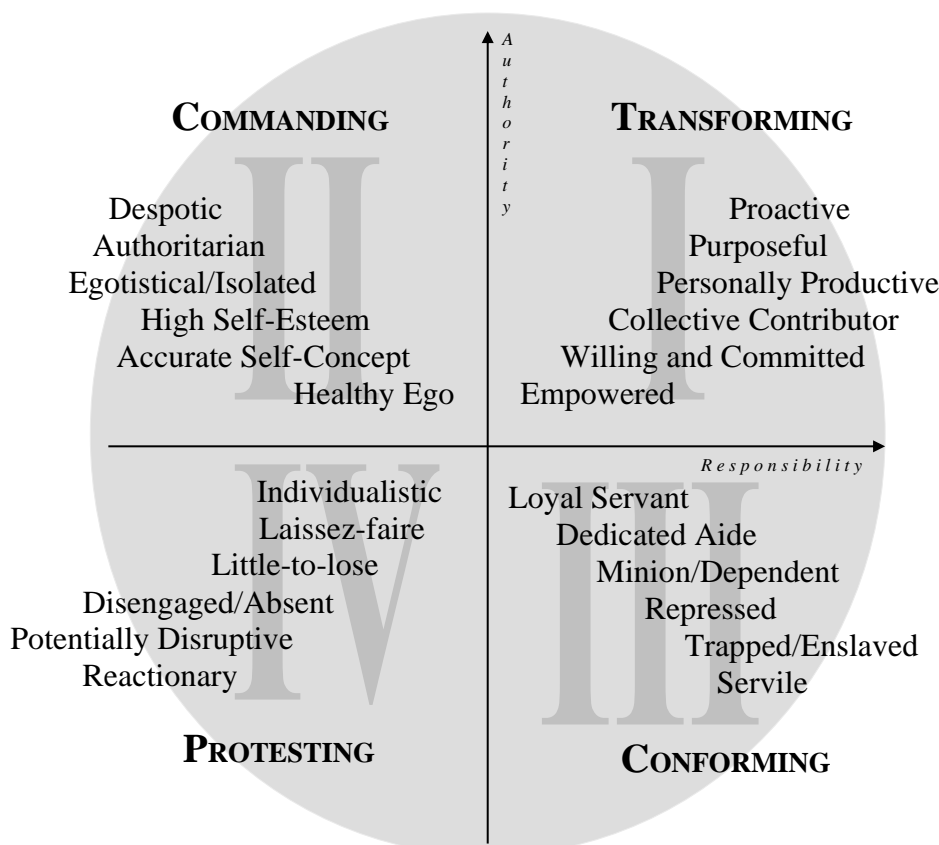
[View detailed graphs](#)



<https://www.gapgyan.org/>

FROM EGO TO WEGO IS ALREADY ONE OF THE MOST IMPORTANT LEARNINGS OF THIS CORONA EXPERIENCE

If there is a Lockdown or a Lock in for most people, announced by the government and other authorities, you fall back into the lap of family, neighbours, and friend solidarity connections again. To back up your leadership role with a self-assessment, where you stand at the moment and which direction you wanted to go to with yourself or with your teams, these 4 positions can become the compass for use and development of Authority, Responsibility and Power. It helps you easily to detect and adjust team or personal needs and send along clear orientation sign in which direction you can carry on.



Each quadrant of the organisations playgrounds presents its own unique character. By identifying where we stand, we can take purposeful action to increase our authority, expand our responsibility, and enhance our ability to create power.

The upper right-hand quadrant "Transforming" is most desirable. Here we find individuals who are enabling, personally and corporately productive, clear, concise and decisive, patient and understanding. These individuals exhibit an authenticity grounded in their clear understanding and acceptance of self. They know the source of their authority. They are responsible, acting with integrity and a genuine concern for others.

Transforming leaders differ from other persons of goodwill because they act on what they believe. They know experientially that there is a sustaining spirit when they venture and risk. Their authenticity and trustfulness are sometimes viewed as vulnerabilities rendering the leader ill-equipped to adapt readily to prevailing structures. These leaders move with confidence and purpose.

I wish you to be there most of the time, because well-being and a balanced but high energy level is one result from acting from this position.

To get and stay there you should increase your skills, set healthy boundaries, become an expert, act with great compassion, seek ways to lead and serve and learn more about transformational leadership.

You accept difficult challenges of today and are committed to yourself and to the groups and organizations of which you are a part. As a leader, you realize you have both the influence to make decisions and the accountability to carry them through to completion. Others see you as self-assured, dedicated and willing leader. People describe you as collective contributor, personally productive and proactive.

<https://www.gapgyan.org/>

With your personality power you can encourage others to leave the conforming or protesting mode. And you are a role model for commanding leaders, showing them a sustainable and community orientated leadership path.

We all need more of these leadership personalities, who now their ego and control their ego in favour of a common and powerful movement for a better future of the whole system they belong to. They are aware of resources, empower other to recognize their strength and build communities full of joy, vitality even in tough times. Good luck for you and your resources in this endeavour, too!



Body
Move, Dance, Breathe, Bath, Feed, Sense, Dress it!

Emotions
Nourish Awareness, Joy, Hope, Luck, Satisfaction, Happiness!

Resources
Care for Social Relationships, Finances, Occupation, Health, Music, Videos and Books!

Love
Create Closeness, Partnership, Trust, Meaning, Spirit, Faith, Gratitude!

Imagination
Elaborate self-calming Thoughts, Feeling of Security, individual Strengths, Feelgood Places, Dreams!

Nature!
Appreciate Sunlight, Plants, Wood, Water, Animals, Wind, Memories, Travels!

BIT future
Bittner International Training

Fill your Vitality Account!

Hans-Harry Bittner

www.bit-future.de D-79111 Freiburg

I wish you, your friends and your family a good way to go through this crisis and come upright with a positive attitude in the level of organisational and cultural development.

We all need a portion of luck, common sense and some adapting qualities for that. After the crisis we will have learned new behaviours, will have sharpened our saw and with some positive surprises we will have survived a scenario, which is like war with an unseen enemy.

The picture above describes a set of resources that can fill up your motivational tank again and follow the perseverance motto: Do not curse the dark! Light a candle and be the light. Or be the mirror for other shining lights.

Stay healthy and walk your path with inner wisdom and positive power!

REFERENCES

- [1] Olafsson Gisli Rafn (2014) The Crisis Leader: The Art of Leadership in Times of Crisis
- [2] Hougaard Rasmus (2016) The Mind of the Leader