



RALLY: PIVOTING TO ENSURE TEAM ALIGNMENT DURING TIMES OF UNCERTAINTY

We are in a different time than we were two months ago, and there's uncertainty about where we will be a week, a month and a year from now. However, one thing is for sure – the world needs leaders...NOW. Employees across all organizations and industries are looking for hope, direction and assurance. They need to know their leaders “have their back” and that we are “in this thing together.” Below are some thoughts and suggestions to help you think about the best way to hit “reset” and establish a path forward for you, your team and your organization.



STEP 1: CONDUCT A TEMPERATURE CHECK

Find ways to conduct a regular temperature check throughout the initiative (and beyond). Regular interaction with your employees is crucial to make sure the “thermostat” does not need to be adjusted.



STEP 2: ESTABLISH YOUR “SECRET SAUCE”

Think about how you stand out and make your customers come back time after time. In order to maintain the “swagger” you have as an organization, consider what you need to do to pivot.



STEP 3: DEFINE (AGREE ON) WHAT SUCCESS LOOKS LIKE

As a leader, you need to provide direction to your people. They are relying on you to pave the way through adversity to the other side. But you can't do it on your own. Collaboration is the key to success.



STEP 4: LIGHT THE FLAME AND PASS THE TORCH

In order for your planning and hard work to take root, the organization must feel your passion and unwavering commitment to success. Identify others in the organization who share your passion and are bought in to what you are trying to accomplish.



STEP 5: ENCOURAGE SELF-REFLECTION AND AWARENESS

Offer opportunities to your employees to learn more about their strengths and opportunities (“blind spots”). Find creative ways to help your team(s) become more productive, effective and aligned.



STEP 6: ESTABLISH DIVERSITY AND INDIVIDUALITY

It's crucial to have diversity of ideas, backgrounds, thoughts and personalities to maintain a competitive edge. Without it, no one is around to play “devil's advocate” and ask “why”.



STEP 7: PUSH BOUNDARIES

To be the best, you always need to be pushing your team for more. If you know where your employees stand personally and professionally, you can help them find opportunities for development and partner to set stretch goals.



STEP 8: ALWAYS BE YOU

Employees respect leaders who are honest, trustworthy, open and positive.



STEP 9: APPLY THE “THREE-LEGGED STOOL” EVERY DAY

You must do three things effectively to move your team and work force forward: 1) lead, 2) coach and 3) manage. Think about when each is appropriate to “rally” the group and accomplish what you have set from a goals and objectives standpoint.



To view the entire blog with trigger questions, [click here](#).