

COVID-19 as a forcing function in the workplace:

How it's leading to progress whether we're ready for it or not

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This year has been full of change, uncertainty, anxiety and disruption caused by the COVID-19 pandemic.

While there remain a lot of unknowns about the “new normal” there is one thing we do know: We can absolutely learn and grow during this time of trials and tribulations. This requires that we pause and take a moment to reflect.

I reached out to 20 or so leaders from organizations of all shapes and sizes, spanning multiple industries in the public, private and academic sectors.

I had three questions for them:

1. How are things going for you and other competitors in your industry?
2. What are the top three ways COVID-19 has affected your business overall?
3. How has your organization adapted how it does work? Of those changes, which do you believe will be more permanent and which are more temporary?

It's no surprise that their responses fell into a handful of key consistent themes about financial performance, leadership, technology and employee safety (both physical and emotional)

with one overarching theme: COVID-19 as a forcing function.

It's catalyzed change – and in many cases progress – in areas leaders and employees have been previously hesitant to fully explore. Over the course of the next week I'm going to spend a little time on each of these themes, offering some high-level observations as well as some coaching tips to help you to adjust to “the new normal.”

As Mark Twain said, “I'm in favor of progress, it's change I don't like.” Hopefully with the right tools in our toolbox, we can embrace these changes for all the opportunities progress can bring.

This is part one in a five-part blog series. Watch for future blogs that address Financial Performance, Leadership, Technology and Employee Safety in the midst of the COVID-19 pandemic.



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