Leading through a year like no other ……

Key Questions to Help You Lead Through the Next Phase and Stages

THEMES	COVID Context	Reactions and responses	Innovating
Leading through Uncertainty in a COVID context *(November)*	▷ What has been your experience of leading remotely in our current context? ▷ What are some of the common phases and stages which have arisen or might arise?	▷ How do we all experience the process of dealing with this uncertain context? ▷ What models help inform you thinking about the human side of COVID change?	▷ What do we need to do more of to respond to the COVID context? ▷ How do you cultivate creativity and foster innovation?
	Insights into teams	**Insights into team styles**	**Insights into new approaches**
Developing Effective Teamwork in a Hybrid Environment *(January)*	▷ What is similar and what is different about teamworking and high performing teamwork in todays hybrid context?	▷ What characterises your preferred ways of working? ▷ What are the implications for your work with other team members?	▷ What are and do you need to do differently as a team? ▷ How do you deal with more matrix based teamworking?
	Personal responses	**Organisational level**	**Collaboration**
Building resilience, well-being and fostering collaboration *(February)*	▷ How do we build our personal resilience and well being? ▷ What insights can we gain about our current levels of resilience?	▷ What are some of the key factors which build organisational resilience? ▷ Which matter most ?	▷ How can you foster closer internal collaborative activities? ▷ How can you constructively review you external relationships and partnerships?
	Leading change	**Dealing with responses**	**Constructive conversations**
Leading Change through Constructive Conversations *(March)*	▷ How do you lead a significant change project in a time of uncertainty? ▷ What can and does arise?	▷ How might you deal with others responses including resistance to change?	▷ How do you conduct constructive conversations (remotely) to address performance issues?

The University and Your School/Functional Strategy