

RESCUE, REPAIR AND RENEWAL Looking after your resilience

Teams and organisations are at different stages in their response to the pandemic, depending on their roles. The context for coaching conversations varies, but we notice recurring themes when we invite clients to stand back for a moment and reflect on their longer term direction.

We offer the following questions as prompts to ask yourself, or for use in mentoring or team discussions.

1. What have I learned about my leadership in the last few weeks?
2. What have I observed about individuals rising to the challenge, and how do I encourage their further development?
3. How best do I check in with and help those who might be struggling?
4. What are we learning as a team, both from miss-steps and successes, and how best do we embed that learning?
5. What breakthroughs are we making in ways of working, and what past habits and practices do we now want to leave behind?
6. How do we ensure continuing strong levels of communication and connectivity within teams and our organisation?
7. How can we make time to define what future success might look like, in terms of delivery, behaviours and values?
8. What is most likely to stall our momentum, and how do we avoid that happening?

For some leaders describing the phases as Rescue, Repair and Renewal has provide a useful framework. For others, words like Recovery, Recalibration or Reconstruction have encapsulated a forward direction. What can help is to focus on one or two concepts which sum up what you are seeking to achieve and then to build a shared narrative about how best you jointly move towards that aspiration.

These ideas take forward the thinking in the Praesta Insight "The Resilient Leader" [click here](#). For the accompanying video [click here](#).