

Leading in the new normal

Your success as a manager is directly related to how well you lead and connect with your people.

The COVID-19 crisis has proven a dramatic test of leadership. Managers need to increase their 'soft skill' capability to lead teams in uncertainty. Skills such as communication, emotional intelligence, critical thinking, flexibility, negotiation, decisiveness and creativity, will be invaluable.

The personal attributes and behaviours required to engage and motivate employees is not something many of us are born with – it requires an understanding of your strengths and weaknesses. It requires the ability to have difficult conversations, address poor performance and set expectations. Many people struggle with this but, ultimately it builds trust, engagement and a high performing culture.

Being a leader in this current climate is a tough task, but it can also be a wonderful opportunity to shine. Long after the COVID-19 pandemic is over, employees will talk about how their leader made them feel in what was a time of great uncertainty in their working life.

Workshop series

LGIS, through its risk provider, Marsh Advisory, has designed this program to support local government leaders to build their capability to support, encourage and develop their teams, and build a high performing culture in the new normal.

First dates are fully booked, new dates 18 to 20 August.

Module 1 Leadership during constant change	Module 2 Supporting staff to thrive through good work-design	Module 3 Leading others through conflict management
Tues 11 Aug 9am 2.5 hours Zoom	Wed 12 Aug 9am 2.5 hours Zoom	Thurs 13 Aug 9am 2.5 hours Zoom
About With new ways of working, leaders need to adjust their managerial style ensuring systems and team structures support flexible work arrangements. Leaders to have strong and effective communication skills.	About Work design is the content and organisation of work tasks, activities, relationships, and responsibilities. It can impact employee engagement, stress, and whether the organisation achieves its targets.	About Times of stress, uncertainty, and crisis can lead to conflict and cultural disruption - effective relationships management levels is critical. By preventing and resolving disputes leaders can help avoid major disruptions to the organisation.
Areas covered: <ul style="list-style-type: none"> Understanding your OSH responsibilities Being aware of new and emerging risks (physical and psychosocial) Communicating new expectations Managing performance without line of sight Practicing self-care as a leader / manager 	Areas covered: <ul style="list-style-type: none"> A leader's role supporting staff and creating a healthy workplace culture An understanding of the benefits of good work design An introduction to the SMART work design model How to re-design work 	Areas covered: <ul style="list-style-type: none"> What causes conflict? Recognising early signs of conflict Preventing destructive conflict (SCARF model) Managing conflict and difficult conversations Finding win / win outcomes

Book today

Spaces are limited for the 'Leading in the new normal' workshop series. Secure your spot for an investment of \$295 per person for all three workshops. Alternative dates and face-to-face sessions are available, Contact Renee Wockner, Manager WorkCare Services on renee.wockner@lgiswa.com.au or 0427 617 646 for further info or to register your interest.