

Leading your team through uncertainty

1. Focus on your leadership

- *Be self-aware*
- *Deal with your own fears & insecurities*
- *Talk to someone you can trust*
- *Be trustworthy*
- *Be positive*
- *Be supportive*
- *Be willing to learn, develop and grow*
- *Behave maturely*

3. Focus on the purpose, the bigger picture

- *Affirm with your team why what they do is important*
- *Connect their work to the wider purpose of TSA*
- *Connect them continually with our mission, values and vision*
- *Remind your team that each of them are important*
- *Identify actions and priorities that are important for now*
- *Network with other teams on the wider purpose*
- *Pull together with other teams, with your managers*
- *Identify points of common purpose and direction*
- *Make sure you stay connected with ongoing information*
- *Keep asking 'What can we do?'*
- *Don't make up what you don't know*

2. Focus on your team

- *Be a non-anxious presence for your team*
- *Provide safety and security*
- *Have empathy for how they are feeling*
- *Recognise them for who they are and the work they do*
- *Resource them well*
- *Encourage and empower them to work well together*
- *Communicate well with them – share as much info as possible*
- *Inspire them to excellence*
- *Have grace for their mistakes*
- *Encourage and resource them to act maturely and helpfully*

4. Focus on making a positive impact

- *Is the impact that you leave as a leader positive?*
- *Are you aware of how your leadership style helps or hinders others?*
- *Does your leadership support others in being the best that they can be, even in the uncertainty?*
- *Are you more optimistic than pessimistic?*
- *Are the members of your team supported and encouraged to make a positive impact on others?*

