Executing the Leadership Essential for Success in the Recovery

Chris Davies

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• What’s not working right now
• Self-help tools to create momentum
• Managing attitude and beliefs to your benefit
• The behaviours that need to change, many permanently
• Required skills and the vital role coaching plays
• Current selling systems are now obsolete, look forward
• Learn to over-communicate
Recording available from the SEMLEP Team

You need a pen and paper!

Link to Assessment at the end

Next Slide you have a choice…
“You can either have a plan or be a part of someone else’s”

David.H.Sandler
Today is only a part of the Learning Process

1. Awareness
2. Knowledge
3. Skill
4. Mastery
2 Participate in the Chat
What is one thing you struggle most with Leading remotely?
"Don't wait. The time will never be just right. Start where you stand, and work with whatever tools you may have at your command and better tools will be found as you go along."

Napoleon Hill 1883-1970

“Think and Grow Rich”

Top 10 Best selling books of all time
All Crisis Is Temporary

Development of the FTSE 100 index from 1995 to 2019

- European Exchange Rate Mechanism (ERM)
- Dot.Com
- Financial
UK economy shrinks at fastest pace since 2008
Analysts say economy was in freefall after just one full week of lockdown

- £1h Business
- UK furlough scheme extended by four months
- Bank of England warns of sharp UK recession

Social distancing 'impossible' on London commute

- £1h England

- De Niro: Trump 'doesn't care' about Covid deaths

- £3h US & Canada

- Fighting back after nearly dying from Covid-19

- £11h Health

Tui aims to reinvent holidays but 8,000 jobs to go

The firm says it will provide holidays again as soon as possible, but thousands of posts will be cut.

- £1h Business

'We feel so lost' - Young face job despair

History shows school leavers' job prospects are often hardest hit after this kind of economic slump.

- £10h Business
Stark Reality about Solitude

• 80% of our time is spent with others
• We rate time with others as best for Wellbeing
• A social species, humans rely on a safe, secure social surround to survive and thrive
• Loneliness is the perception one’s social needs are not met. Serious consequences for cognition, emotion, behaviour, and health. Early death increase 20% (same as obesity & smoking)
• Consequences of loneliness is a diminished capacity for self-regulation. The ability to regulate one’s thoughts, feelings, and behaviour critical to accomplish personal goals or to comply with social norms.
What is one best outcome from managing remotely?
During a Crisis, Successful Leaders are…

- **Communicative**: Communicates clearly, concisely, and in a timely manner during a time of crisis, engaging the right people at the right time to inspire action.

- **Resilient**: Thinks quickly and decisively during a time of crisis, responding with composure, optimism, and hardiness. Remains energetic and perseveres through challenges.

- **Innovative**: Embraces challenges and change calmly during a time of crisis and thinks outside of the box to push the organization forward. Quickly adapts to changing circumstances and communicates any concerns.

- **Strategic**: Proactively gathers input from diverse sources and understands the impact of the decision on all groups impacted by the crisis. Confidently makes decisions and holds self accountable to the outcomes, developing well thought-out steps to ensure that the decision is sound and meets prescribed criteria.

- **Influential**: Nimbly adapts strategies and processes in a time of crisis, anticipating problems and addressing them quickly. Proactively seeks information and coaches others to think creatively in response to a crisis. Makes adjustments as needed, while clearly communicating process changes and expectations.

- **Supportive**: Inspires others through clear direction, positive connections, and decisive judgement. Encourages teams to maintain meaningful and positive interactions while also acting quickly in a time of crisis.
#1 Business gripe for employees is lack of a credible recovery or plan from their employer

Marks out of 5 for your Leadership Style:
‘Excellence’ in designing your Recovery Plan

This powerful leadership model is known as the 6 P's.
Key Performance Indicators
What do you measure?
Purpose of Management

- Autonomy
- Self Sufficiency
- Purpose

Management Levels:
- Supervise
- Train
- Coach
- Mentor

Success Triangle:
- Attitude
- Behavior
- Technique
How Do You Feel About Your...

- Personal Presence
- Prospecting
- Pipeline
- Performance
- Profit Potential
Elements of the Ideal Attitude

KPI's that demonstrate:

- Commitment
- Desire
- Outlook
- Responsibility
Revise Your Recruiting Behaviours

Pressing Pause:
- Interviews
- CVs
- Travel
- 1Hr Long
- Instinct
- Prejudice

New Behaviour:
- Video Interviews
- Assessments
- Great Branding/Experience
- Supported decisions
- Cut to the Chase
- Diversity assured

IT’S NEVER GOING BACK!
Revise Your Recruiting Behaviours

Pressing Pause:
• Zoom’s not the same
• Assessments been around a while
  • Multi Platform
  • CV Keyword Reading
• See everyone
• Prejudice

New Behaviours:
• Dedicated platform
• Assessments combined with above cheaper
• Great Branding/Experience
• Out of the box thinking perhaps not from industry
• Cut to the Chase
• Retrain?
Plan & Prepare for Your **NEW** Professional Behaviours

- Your Territory
- SWOT Analysis
- Growth Potential
- Profit Margins
- New Products or Sales Pitches
Mastering Your COACHING Skills

Reversing questions are the keys to better conversations!
From the last slides, take-aways to take back to your business?
Chris Davies
MD of Sandler Training® Centre by Chapel Training -
Developing Expertise, Improving your Results and
Confidence
Central Bedfordshire, England, United Kingdom ·
500+ connections · Contact info

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Drop me a note for dates of upcoming Webinars
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