COVID-19 CRISIS HITS ON ALL LEVELS

Regional Economic  Human Scale  Leadership
WORK FROM HOME IS NOW YOUR BUSINESS
The Fantasy

Performance vs. Arousal/Energy
The Fantasy

Yerkes-Dodson Law

Performance

Arousal/Energy
Resilience = Effort & Recovery over Time
Out-a-matrol

Hyper-arousal

Zone

Hypo-arousal
Personal Composite

Zone

Hyper-arousal

Hypo-arousal
UNDERSTAND YOUR OWN REACTIVITY PATTERNS

• Take leadership & communication for granted
• Caught up in urgency & short-term thinking
• Fatigue from adapting quickly & frequently
• Limited by ego, mindsets & biases
• Feel uncomfortable paying attention to & speaking about emotions & values
• More comfort focusing on tasks rather than relationships
• Miss impact on reputation
No focus in the leader, no focus in the follower
Practicing Personal Resilience

- Exercise mindfulness
- Compartmentalize your cognitive load
- Take detachment breaks
- Develop mental agility
- Cultivate compassion

Mindfulness starts with a quality of attention . . .
so you can make better choices & perform better
Leading Mindfully means improving the quality of collective attention to produce better results.
A MINDFUL PLAYBOOK FOR AN ON-GOING CRISIS

1. Gather your wits, center yourself & identify priorities (repeat)
2. Gather as much accurate information as possible
3. Talk directly to your people about what you do know when you know it
4. Talk about what you don’t know
5. Consolidate information into a regular daily briefing or email
6. Match your words with actions
7. Show your humanity
8. Model what you want to see
9. Build in recovery time – respect normal work hours, for yourself & for your people
10. Manage for tomorrow
11. Describe a better future state
12. Take care of yourself & others for the long haul
LEADING MINDFULLY: LEADING THROUGH CRISIS
DARDEN EXECUTIVE EDUCATION

with Lili Powell & Jeremy Hunter
Live Virtual Course
Weekly, 6 May – 10 June, 2020

Let’s try a real-time experiment . . .
Practice: Centering in the present

A  Arrive
B  Breathe
C  Connect

Lili Powell, “Can We Talk?” Mindful (2016)  www.mindful.org/can-we-talk