



Leading whilst the future is emerging

PLATF

FORM

CAN YOU
SMELL
BURNING?



LESSONS

from LOCKDOWN

A shift to what matters: at speed and together

The culture change we have achieved, moving from silos to working together, building trust and friendship at turbo-speed with people we've never worked with before, operating with kindness and fundamentally improving our relationships with some of our key partners....

Local Authority

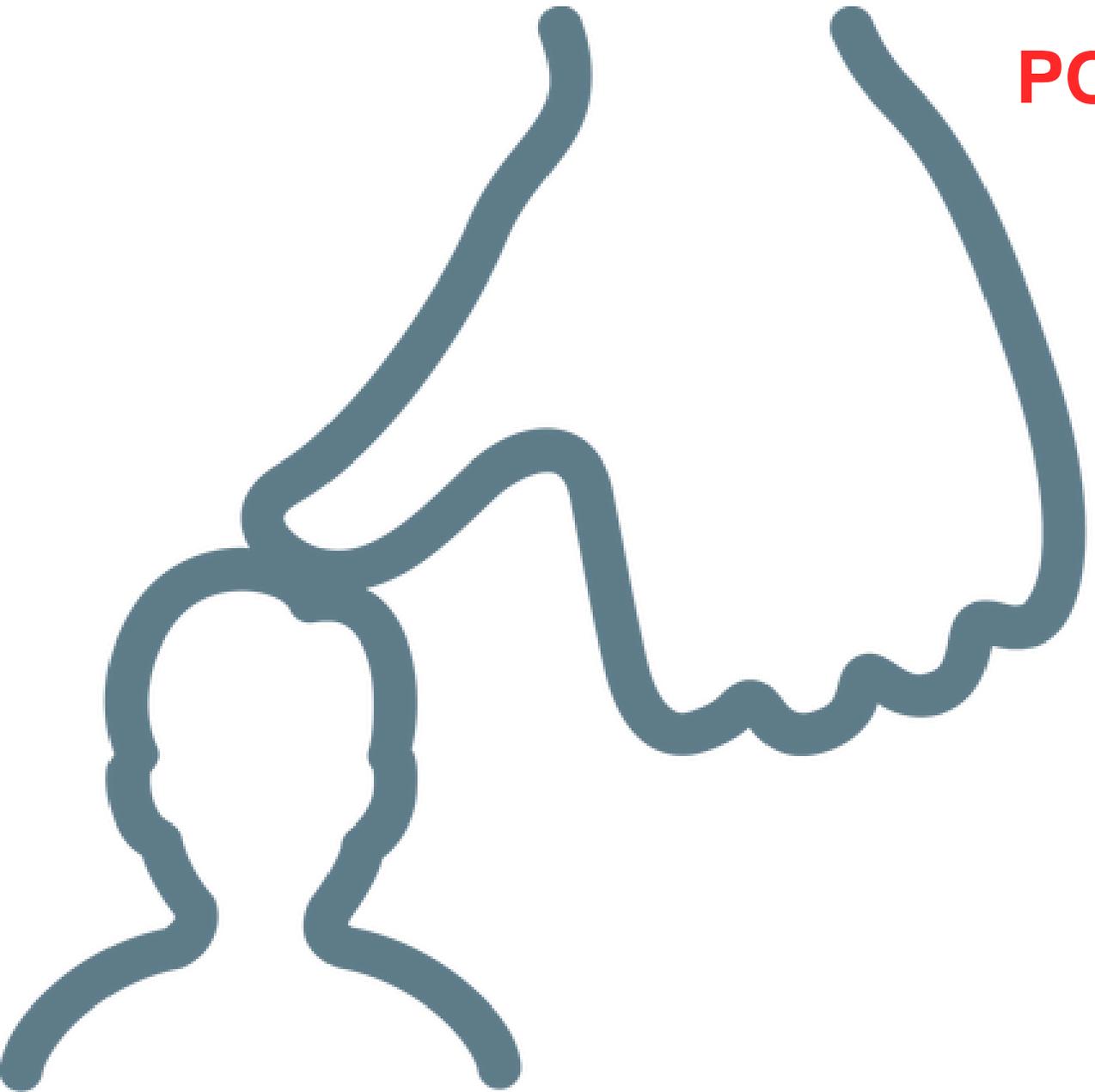


prioritising to purpose



creativity unleashed





POWER IMBALANCE

**Inhibiting collaboration
and creativity**

**There wasn't a level
playing field**

BARRIERS TO THE REVOLUTION

CULTURAL

Social capital surveys in the US in the months following the 9/11 attack showed a 6-month shift from Me to We.

Then, just as quickly, back again.



**“Because
we've always
done it that
way”**

Contextual understanding of distress

Shared but different experiences

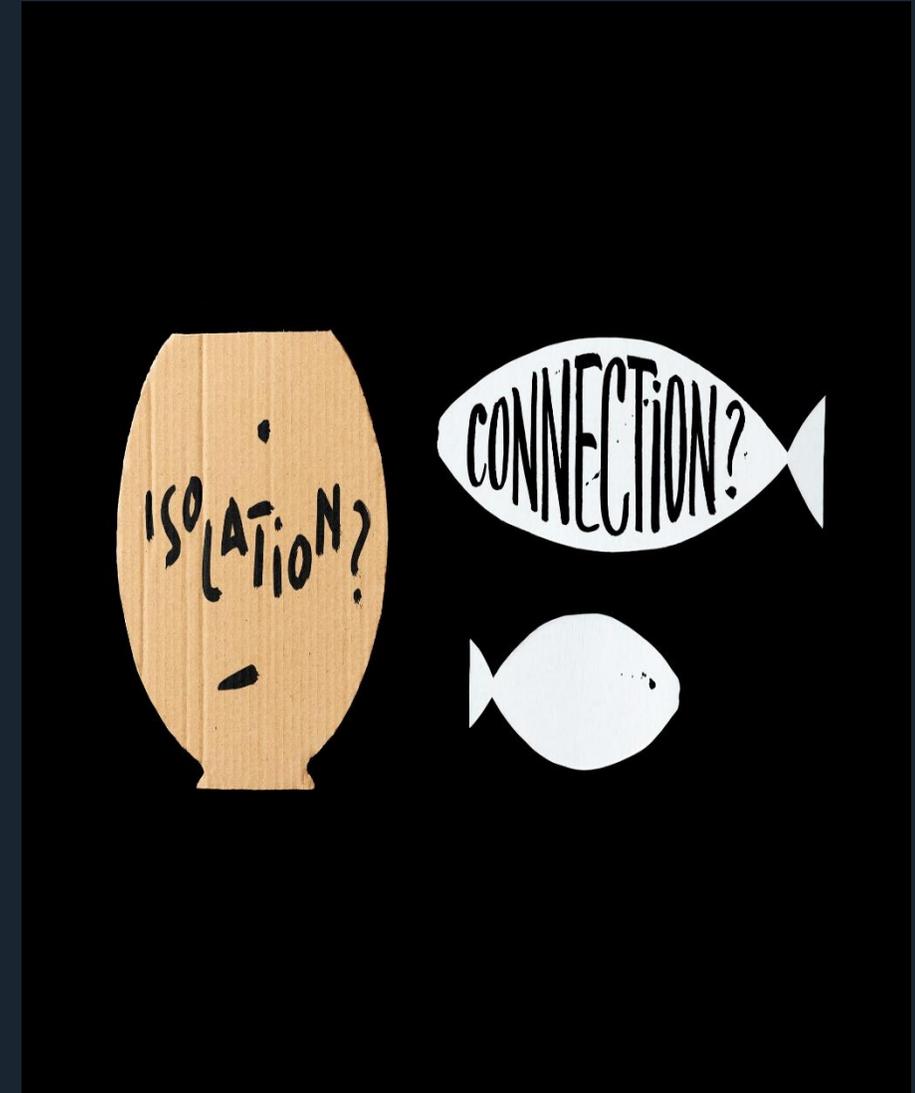
The correlations between poverty, poor housing, existing health inequalities and the Covid-19 death rate reveal gross inequalities which the virus didn't cause but has exploited.

Mutual Aid and the power of the citizen

- Responding to 'trauma' as a contextual experience
- Offering an environmental contextual response
- Organic, gentle, fluid, reaching, messy, informal, hyper-local...MUTUAL
- But not quite the great leveller

Emotional literacy

“every single one of my team other than myself is undergoing, whilst still working...has faced some really major significant challenges. And they still are at the moment, from bereavements, from family members suicides, I don't quite know what to do with it all”



Digital warmth

Technology used to be seen as the “enemy of warmth” and the root cause of our tendency to transact rather than connect: we learned that warm relationships can be kept alive, and even built, by technology...

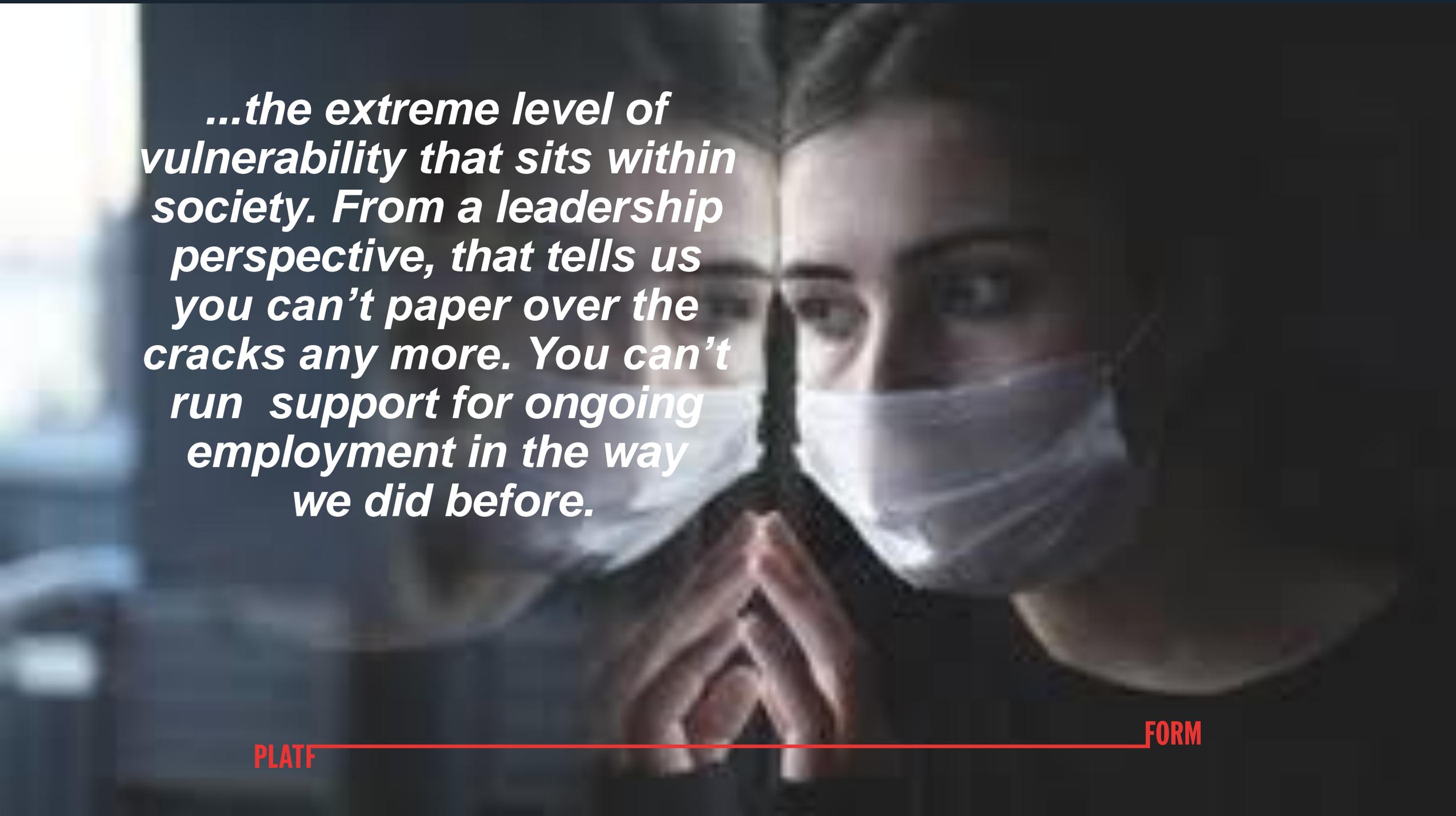
More democratic meetings – people felt heard and included



The Dark Side

- Increased anxiety
- Loneliness
- Work/life un-balanced
- Powerlessness and impotence
- Technology doesn't suit or work for everyone



A photograph of two women wearing white face masks, with their hands clasped in a prayer-like gesture. The image is dark and moody, with a focus on the subjects' faces and hands. The text is overlaid on the left side of the image.

...the extreme level of vulnerability that sits within society. From a leadership perspective, that tells us you can't paper over the cracks any more. You can't run support for ongoing employment in the way we did before.

“

TRUST and SAFETY:
Have to be deliberately
designed and embedded in
to practice

TRUST : staff?



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Where are you on the spectrum?



Heroic Leadership

- All knowing
- Silences other perspectives
- Must be an expert
- Must control all decisions
- Decisive



Compassionate Leadership

- Open
- Caring
- Collective
- Also decisive



Can we too be vulnerable as leaders?



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"Being heard is so close to
being loved that for the
average person, they are
almost indistinguishable." ~
David Augsburger



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