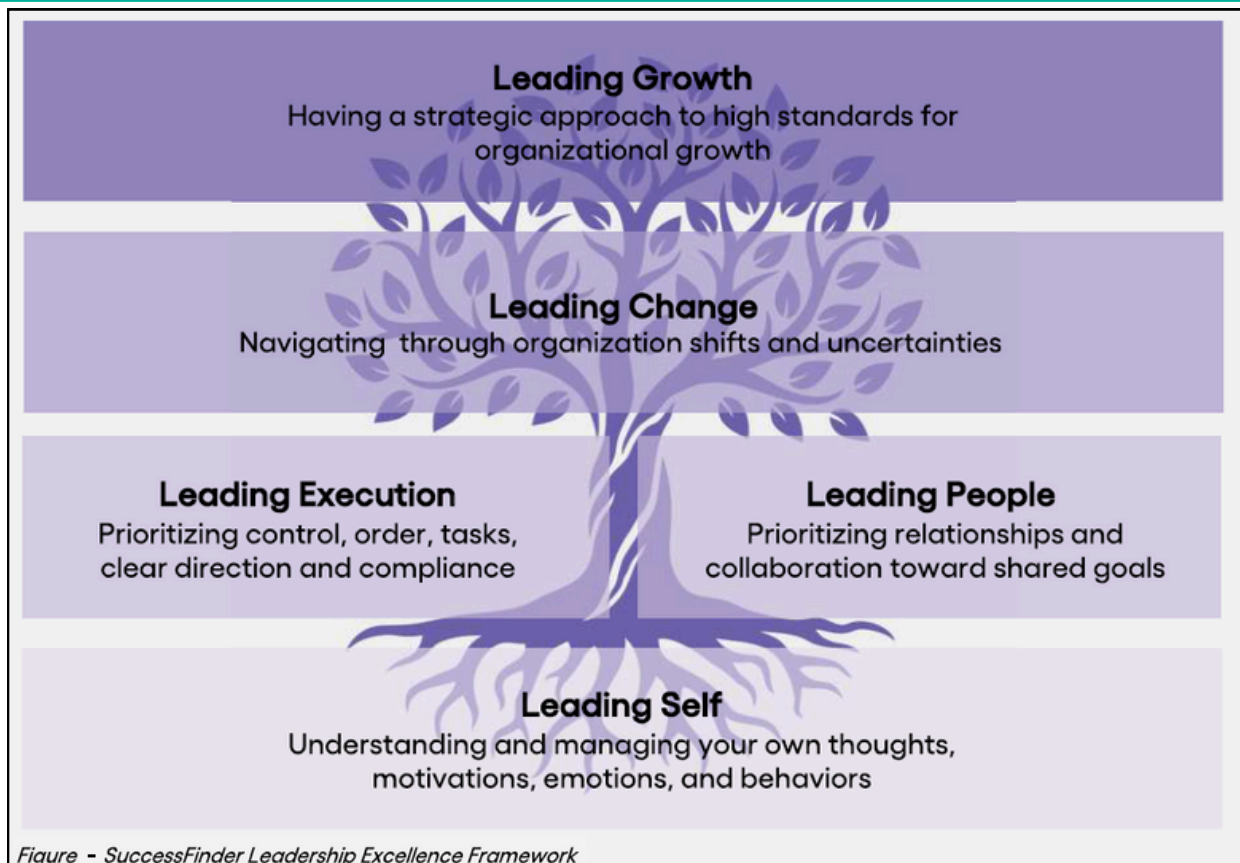


Leading with Excellence During Disruptive Times

Why It Matters

In times of disruption, it is essential to remain a steady presence in a turbulent environment, both in our personal and professional lives. Even more than ever, we are responsible for leading others by adapting our methods to fit the situation. Although this expectation can be daunting, regularly assessing your interactions within the five essential leadership pillars can set you on the path to success.

Self-Check with Five Key Pillars



Leading Self is the pillar that cultivates strong self-management techniques that support you in using adaptability and flexibility to meet the changing conditions in the other four pillars (**Leading Execution**, **Leading People**, **Leading Change**, and **Leading Growth**).

Using the questions on the next page, self-reflect on the coaching questions. Get curious about what pillars you are actively using and what pillars you are ignoring. Consider what pillars will best help you, and what pillars will best help the people around you.

By taking a few minutes each day to consider the following questions, you can take more purposeful steps to leading with excellence during disruptive times.

Leading Self

Shows up as: managing stress, maintaining energy levels, acting on principle, focusing on self-reflection, pursuing personally compelling goals

- How are you maintaining your physical and mental health? What about your social needs?
- Who is on your personal support bench (e.g. psychologist, trainer, coach, support system)?
- How are you taking microbreaks to pace yourself? How are you building time for your interests?
- What are your reactions to stress and your coping mechanisms?
- What is one small step you can take to improve this pillar?

Leading Others

Shows up as: building social relationships, facilitating consensus, communicating with clarity, focusing on the needs of others

- How are you leaning into strengthening social relationships? Which relationships are priority?
- How are you encouraging teamwork, participation, and respect between groups of people?
- How have you validated that you are clearly communicating your ideas and expectations?
- How are you overtly acknowledging and meeting the needs of others?
- What is one small step you can take to improve this pillar?

Leading Execution

Shows up as: reasoning with logic & data, assuming full accountability, strategically maximizing effort, establishing order, striving for excellence

- How are you using objective data to solve problems?
- How are you demonstrating accountability to others, and what standards are you setting?
- How are you strategically using your limited time and capacity in the areas that matter?
- What actions do you take to be organized and efficient?
- What is one small step you can take to improve this pillar?

Leading Change

Shows up as: facilitating change, pursuing challenges, thriving in chaos, leading decisively, persevering through adversity

- How do you find the opportunities in change, and demonstrate this behaviour to others?
- How do you create an environment where new ideas can emerge and risks can be taken?
- How do you manage in a chaotic environment and lead decisively?
- What are your strategies to get through adversity? How can you encourage others in adversity?
- What is one small step you can take to improve this pillar?

Leading Growth

Shows up as: reflecting creatively and intuitively, maximizing profitability, inspiring others, exercising political influence, thinking conceptually, initiating action

- How are you creating an environment that fosters innovation and staying competitive?
- How have you validated that your strategic decisions will create long-term value?
- How do you inspire others with a vision and demonstrate how it is linked back to today's actions?
- What can you do to better understand the motivations and relationships of key players?
- How do you know when to initiative action - and when not to?
- What is one small step you can take to improve this pillar?

Whether it's leadership/executive coaching, psychometric assessments, talent analytics, or leadership development programs, [Covalency Coaching & Consulting](#) is here to help. Curious to know why our programs boast 90-100% success rates? Get in touch! Let's do this - together.