



# EVOLVE

solutions group

## Changing the way we work - Calming the Chaos - Episode 3 *Additional Resources*

### Organizational NEEDS



<b>TRUST</b>	<b>COMPASSION</b>
<b>STABILITY</b>	<b>HOPE</b>

Tell us the truth about what's known/not known, honestly share about the challenges we face and how/where we can help.

Show us you care about us as people, what we're doing is making a difference and understand and appreciate our concerns.

Recognizing there are no promises, what is staying the same, what can we count on while recognizing that change is useful and inevitable?

Without exaggerating, what are you confident and excited about re: our organization and our team's future. What concrete steps are we taking to get there?

*(according to Gallup research)*

03-29-20 | HOW TO BE A SUCCESS AT EVERYTHING

### 5 ways to build trust when your teams are working from home indefinitely

How do remote managers know their people are working? And how can remote employees show their bosses that they're getting stuff done? Here are some trust-building exercises to get through the transition to remote work.



### COMMUNICATION & Connection



**Leader Mindset**

Over- Communicate      Don't Over Promise  
Be Vulnerable      Work to New Normal  
Be Realistic      Acknowledge Uncertainty  
Recognize the Change

**Ways to Connect**

Pick Up the Phone	Daily Team Check-Ins	Celebrate Successes
Internal Chat Systems	Virtual "Office Hours"	Gamify - Friendly Competition
Group Collaboration Tools	Virtual Lunch or Coffee	Embrace the Personal

### Managing change - adopt a collaboration mindset

### STRUCTURE & Momentum



MANAGING ORGANIZATIONS

## Structure That's Not Stifling

by Ranjay Gulati  
From the May-June 2018 Issue

### 4 Behaviors That Help Leaders Manage a Crisis

by Chris Nichols, Shoma Chatterjee Hayden and Chris Trendler  
April 02, 2020

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Andy Roberts/Getty Images

# Calming the Chaos - Episode 3 - Panelists



Change is hard, we make it easier.



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"We cannot become what we need to be by remaining what we are." Max de Pree