

Managers: Be a great leader during COVID-19



COVID-19 is turning out to be a critical leadership “STRESS TEST.” Leaders are trying to persevere through all the disruption this pandemic has thrown at them. When the world is changing, employees need steady leadership. What strategies will work the best as we all try to move forward? These three strategies will help:

1. **Leaders must build trust and show compassion**

Be present, even when you're not. You don't have to be in the same building to be visible these days. It is acceptable to chat with your team via zoom or skype. Share your optimism and hope. By stepping up and leading the way, you are showing your team how to face these challenges on their own. It is also a great time to share with each other just as you would in regular meetings. Virtual meetings are different, yes – but, they can be effective, stick to an agenda, don't make them too lengthy and wrap up with something positive.

Don't forget: Now is **not** the time to skip out on individual meetings. In fact, you might even need to meet more frequently. Schedule meetings or check-ins more often, but keep them shorter in length. Now, more than ever before connecting individually and checking in is key! You can also hold these via chat (or phone...)

2. **Employees need hope**

Keep your focus on what it is that you can do to support and care for your clients as well as your employees. Pay attention to what happens when you do. Continue to focus on protecting your employees' wellbeing and leading with purpose.

3. **Employees need stability**

Companies quickly rallied to keep employees safe by making social distancing happen - 6 feet in-between work stations or allowing them to work from home. Most of us worry a family member could be exposed to the virus and everyone will be effected in some way financially during the crisis. Keep in mind how these things are effecting your team's overall productivity. Make sure to keep them aware of resources available that will help.

Best Care EAP is one of your most valuable resources during this difficult and uncertain time. If you see someone struggling on your team, remind them of EAP. EAP counselors are ready to help!

EAP is confidential and FREE! Call either the **COVID Counseling helpline 800-801-4182**, or **402-354-8000** or email eap@bestcareeap.org to schedule an appointment.