

HOW TO ADAPT YOUR LEADERSHIP IN CHALLENGING TIMES

THREE EXPERIENTIAL LEARNING SOLUTIONS FOR PEOPLE LEADERS

THE CHALLENGE

In time of uncertainty humans need to feel secure and research tells us that followers have four core needs: **Stability, Compassion, Trust, and Hope**. It is critical that people leaders know how to shift from meeting employee's "business as usual" needs and lean in to what employees need right now.

Gallup* conducted studies with over 10,000 US adults and their methodology allowed this data to be projected to the entire population with a sampling error of just +/- 1%. They asked participants to describe a leader who has had the most positive influence in their daily life.

The research expanded to include what followers need from senior organizational leaders plus including participants across the globe.

The results were consistent, at times like our current Corona crisis followers need leaders to provide:

- Stability:** Security, strength, support and peace
- Compassion:** Caring, friendship, happiness and love
- Trust:** Honesty, integrity and respect
- Hope:** Direction, faith and guidance

In addition, neuroscience research shows us how the human brain operates. When faced with fear our amygdala kicks in and we use our prefrontal cortex less. That means we go into defensive and protective mode and are less able to use our executive, strategic thinking capabilities. This reinforces why leadership needs to be equipped to give us what we need to help us be at our best in difficult times.

*<https://www.gallup.com/cliftonstrengths/en/251003/strengths-based-leadership-things-followers-need.aspx>

LEARNING OBJECTIVES OF THE FOLLOWING THREE SOLUTIONS

Expert teaching, consulting, and coaching with practical best practices empower participants to bring greater stability, trust, compassion and hope to employees. Experiential peer to peer practice allows for greater "bonding" plus increases confidence to apply new insight immediately.

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PROGRAM OPTION	AUDIENCE	BENEFIT	COST
Learning Journey - a series of 4 Zoom webinars (60-90mins each)	All people leaders	Experiential Learning so leaders can increase Stability, Trust, Compassion and Hope	\$12,000 for the series of 4 (\$3500 for one). Up to 50 participants per webinar.
1 on 1 Power Executive Coaching - 4x 1on1 sessions	Senior Leaders and Executives		\$1600 per leader
Communication strategy consulting via Zoom with a certified Conversational Intelligence coach	Executives and HR	How to communicate with your organization to deliver these 4 needs and more	Contact Churchill for costs

CLIENT FEEDBACK:

- "Love the practical, actionable exercises!"
- "This is good not just for your work team, but also for your family."
- "Great webinar and insights - very helpful with really useful framework"

START THE CONVERSATION. EMAIL SOLUTIONS@CHURCHILL-LG.COM
OR CALL 888-486-8884