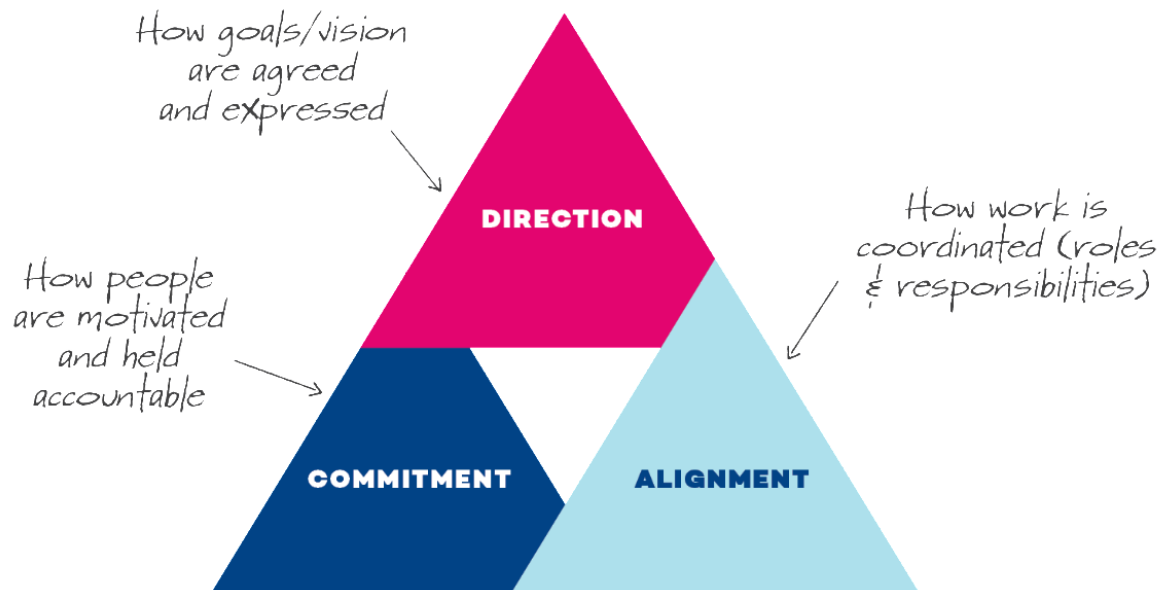


Leading in Times of Change

Ramp up your Direction, Alignment and Commitment (DAC)!

These are challenging times and effective leadership is crucial moving forward. It can be hard keeping up with shifting demands and uncertainty. How can we best lead our teams during this period? This 3-part model from the Center for Creative Leadership is a useful reference for your communication and work with your team.



If one of these elements is missing, then leadership is not happening. In times of change, it is important to reinforce and increase the intensity of each of these three components...

DIRECTION

What do we need to do to achieve/focus on or get clear about?

Build shared purpose with the team and maintain strong and regular communication and involvement. Focus on priority issues, clarify goals and objectives and monitor progress within the team.

ALIGNMENT

What do we need to know or do, to better coordinate our work or continuously improve?

Hold regular meetings which enable interaction and feedback from the team. Provide necessary information and encourage robust discussions. Check-in that team members are clear about their role and responsibilities. Revisit or implement processes and procedures to support changing operating environments.

COMMITMENT

How are we motivating ourselves and keeping ourselves accountable?

Ensure your team's wellbeing is a priority and encourage them to share any doubts, frustrations, and insecurities. Establish regular connection, accountability and celebrate achievement. Model an optimistic outlook and recognise what has been achieved.