

It will be an OTHER normal, a new normal!

Every day statistics on the number of coronavirus cases appear in the media, telling us how many people have left the hospital and how many have unfortunately passed away. The virus is very contagious and the search for a vaccine is a race against the clock. Apart from the pandemic, there isn't much news or distraction. This stay-at-home situation was unheard of as a way of living and working before 13 March 2020.



The novel coronavirus can't be brought under control in just two weeks, so this will impact everyone's life, work and behaviour. These days, the fortune tellers (in finance, economics, psychology, etc.) are bombarding us with

titles such as 'What happens after the corona crisis?', 'What will the world look like after the lockdown?', which trigger our attention. It's natural that you wish to know what to expect. As a leader, that will allow you to anticipate and to prevent unpleasant surprises for your employees and organization. At Limonte, our occupational health psychologists' vision is the following:

1. We won't return to the situation as it was before this crisis.
2. We won't completely throw our old way of working overboard.
3. We are surviving and try to make the best of it.
4. Post-corona, we will have the ideal mix of the best practices before COVID-19 with what we've learnt during the lockdown. Only you can shape your future! You will re-invent yourself as a leader. This is a (forced) chance to grow towards the next level as a leader. De lockdown is perfect for trying it out, because you have the acceptable excuse that everything is new and different.

LIMONTE, professional advice for leaders

Thanks to years of relevant (international) experience and high-level expertise, LIMONTE is the bridge between individuals, teams, management and other dynamics that occur in organizations. We respect confidentiality, sensitivities and objectivity like no other, enabling your organization to establish real dialogues, strengthen the group dynamics and culture and manage realistic expectations. Since long before corona times, we are already adapted to a virtual & digital way of working: high performance & quality guaranteed.

LEADER in unfamiliar and stressful times

Being confronted with an unfamiliar situation is a guarantee for stress. Limonte provides insight in the reactions of people under stress. When being stressed, this person will exaggerate in using their (positive) traits. Example 1: Trump, a leader who was elected for his unruly and self-willed personality, will carry it too far in this unfamiliar situation. Indeed, he refused to recognize how powerful the virus is, even when it had already spread to 75% of the world. Example 2: the Belgian government takes measures that are 'typically Belgian': trying to appease everyone. This attitude in favour of compromise is now creating a lack of clarity, unrest and a large grey zone in the measures and legislation. In stressful circumstances, people don't behave differently, they will focus on their strong points even more. You will go overboard with the behaviour that has been praised. If you are straight forward, there is a chance that you will be too direct and hurt other people during this crisis. Do your employees and team members appreciate your strong argumentation skills and cold logic? Then there is a risk that they will now blame you for not understanding their emotional struggles due to this crisis, exactly because you are holding on to what you are good at in this stressful period. Gaining insight in your own strong points and your behaviour in stressful circumstances, is a great step towards stable leadership. Contact one of our experts right now to help you gain insight in your leadership and improve it: conflict@limonte.be

LEADER to your people

When they feel threatened with disease, you will see how differently your employees react. Some will easily adapt to working from home, others will frequently turn to the IT department and to the trade union. Yet others will excel in strengthening the communication within the team and are highly involved in navigating the organization through these rough times. On the other hand, there also might be hypochondriacs who have already reported sick a few times. And how long can you remain flexible for employees who unexpectedly have to take on the role of part-time teacher for their children?

The differences between your employees is extreme: differing profiles, conflicting characters, different private circumstances, differing capabilities to deal with change and stress, etc. How will you run your department or organization with this highly varied mix? Just when it's sink or swim in these economically precarious times!

Your employees (and shareholders) expect you to take the lead as an effective leader. The world has changed, it's necessary for you to incorporate this change as a leader. You will view these new circumstances as an opportunity and set the course. Even though you need to endure these circumstances, you take decisions and are the leader of your organization and for your people.

A good leader, however, will not put their opinion forward loud and clear or order others to follow them. You will listen and take into consideration the differences of your employees (yes, even the troublemakers, the drop-outs, the weak or the doubters). Then you will consider how they can re-commit. You will try to convince them and direct them to let them take action. A strong leader will reach the desired outcome based on consensus. You can take the lead as well as provide guidance from the rear.

Do you wish to know how you handle this as good as possible for your team? Book your appointment with one of our experts: conflict@limonte.be

