



ORGANISATION RECOVERY AND RETURN TO WORK PROGRAM

*A Leaders Guide to Revitalise their People
and Reboot the Business*

Wayfinder /'weɪfɪndə/

"... a person navigating to a particular location by listening to the future"



WAYFINDER

**Vanessa Vershaw &
Dr Marny Lishman**



How the Wayfinder Program will Help You Revitalise Your People and Reboot Your Business

Now more than ever, organisations need to offer their workers proper guidance, training, and open lines of communication to reduce anxiety and its potential effects on employee health. There's so much for leaders to think about whilst their employees are working from home but it doesn't stop there. Over the next few weeks we are going to see people returning to the office, and the preparation for what comes with this needs to start now.

The **bottom line** is there is no clearly defined map on how to best manage a successful return to work except that having a **deep understanding of the psychological fall-out** on people of COVID-19 and being able to lead in an **emotionally agile way** is critical to business regeneration and a brighter future for us all.

Drawing from over twenty years working with organisations and leaders globally in crisis scenarios and large scale employment shock scenarios such as SARS, downsizing, strike actions, mine-shut down and complex M&As, Vanessa Vershaw & Dr. Marny Lishman have built the **Wayfinder** program to help Australian organisations and leaders weather the inevitable people storm and revitalise towards a better future, faster.

Here's an overview of the Wayfinder Program's Key Steps and Modules:

1 MAP THE TERRAIN

Co-created Strategy, Design & Planning Workshop with Executive and Senior Leadership Team

There's been massive organisational disruption around the world and we're only at the beginning. It's new terrain for leaders and their teams, who need to first take stock of exactly what's happened during COVID-19 and open up discussion around the realities of global and Australian contexts. Business will not be back to usual, so holding a safe space for discussion around the present crisis and planning what's next is crucial. This 3-hour workshop facilitates the ideas and thoughts from the minds of executive and senior leadership teams to determine what's happened, explore solutions and to plan what's next.

2 CHART THE COURSE

Roll-out & Logistics Session with Key Organisational Stakeholders

Once leaders' have a clear direction mapped out, other key players need to be informed of the journey. This 2-hour session involves meeting with key organisational stakeholders to discuss the way forward and invite input and feedback around the nuts and bolts of the implementation plan.

3 NAVIGATE THE PATH

Facilitated Leader Workshops

Not only do crises rock an organisation's identity but also jolts organisational leaders and their people to their core. A worldwide 'wake-up call' of sorts, in crises leaders have a choice; they can reject the call, or step into the unknown and awaken. These 1-day leader workshops will provide the shake-up leaders need to re-energise their people and design the futures of their organisation. Digging deep to the parts of the self that we are usually too busy to explore, leaders will awaken to a fresh, well overdue, way of leading their people with empathy as a key power-tool. The workshops will equip leaders with the skills and the mindset to successfully reintegrate people back to work and move with the ebbs and flows of emotions and change (re-route and re-turn) and propel organisations forward to full productivity. Leading the organisation and leading others begins with the successful leading of the self.



3 NAVIGATE THE PATH (CONTINUED)

Facilitated Leader Workshops

Objectives

- To give you the information you need to manage the reintegration of people back to work effectively
- To provide leaders with a chance to air their feelings and thoughts around the crisis
- To recreate a positive and productive working environment for all employees
- To create a workplace conducive to agility and adaptability in preparation for future crisis
- To give the evidence surrounding what happens when you don't lead from the heart after crises
- To provide support in a stressful situation, and tips on how to cope with it
- To help you deal with your own and other's emotions and concerns
- To assist you in communicating effectively with your people
- To shift the psyche to hope and opportunistic.

Outcomes ... at the end of the workshop, you should

- Be well informed about the return to **work protocol, programming and operation plans**
- Be able to clearly **prepare your come-back strategy**
- Be aware of some tips, best practices and lessons for **dealing with crisis**
- Gain knowledge around how to **build a resilient organisation**
- Have an **understanding of the psychological fall-out** of crisis and what can do wrong if ignored
- Gain an understanding of the **different stages of change employees** will be at
- Know how to **deal with your own and other's feelings** during the transition
- Gain an understanding of **best practice in managing employee return-to-work**
- Know how to provide a **psychological safe workplace** for your employees
- Have the **confidence to chase the 'upswing'** and make the shift from seeing the crisis as danger to seeing it as opportunity
- Have a **personal, practice plan of action** to guide you through the next few weeks and months



4 ANCHORING THE EXPERIENCE

Leader Coach-Mentor Sessions

A lot has changed in the last few months; the world has changed, people have changed, leaders have now changed (as a result of the above program), and the organisation has now planned to go 'live' with more change to the people. Coming out the 'other side' of crisis involves a tremendous amount of valuable learnings that can be applied to the future journey. These high impact coach-mentor sessions involve 'anchoring' the changed 'self' within each leader and aligning them with the learnings from the crisis, and the agreed planned key organisational changes that will be made going forward.

5 CREATING ONGOING CONDITIONS FOR A REVITALISED ORGANISATION

Facilitated Learning Circles

The gravitational pull back to our 'past' is strong, so strong in fact that it is easy for leaders and their teams to slip back into past mindsets and behaviours. Consciously, leaders know this won't work and they don't want to go back to old ways. It takes a fierce mindset and grit to resist going back to the organisational comfort zone and remain future-focused, and this needs ongoing support. On a leader's journey, key allies are needed to check in with them on a regular basis through ongoing coaching or mentoring. From individual leadership coaching to facilitated learning circles, this looks different for every organisation. On completion of above workshops, recommendations will be provided as to what specialised topic 'learning circles' would work best going forward for your leadership teams. Specialist topics include but are not limited to: Applied Empathy, The Adaptability Quotient. Psychological Safety in The Workplace and The Risk Intelligent Leader.



Specialists in Organisational Recovery and People Revitalisation, we are here to help



Book a consultation session TODAY to find out how you can prepare revitalise your people and achieve a rapid and healthy organisational recovery.

Vanessa Vershaw is an award-winning Business Psychologist, Transformation Expert and High-Performance Coach. She has spent the last 20 years working internationally with leaders, teams and Fortune 100 organisations to shift mindsets, behaviours and culture to enable rapid evolution and achieve peak performance to thrive. Vanessa is a champion for change, transformation, agile leadership and thinking big. She is a Keynote Speaker and Media Commentator on issues that matter.

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Dr Marny Lishman is a Health & Community Psychologist, Author, Personal Coach, Keynote Speaker, Media Commentator and Channel 9 Perth's Resident Psychologist. She works with professionals to promote and facilitate personal growth and positive mental health. She is passionate about prevention & increasing people's capacity to live life in the healthiest way possible so they can reach their full potential.

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