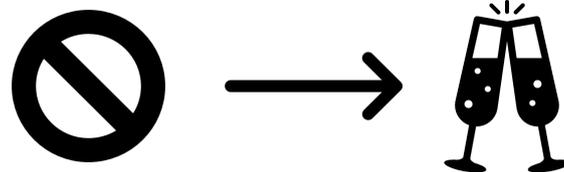


BLOG

LEADERSHIP

Covid-19 To CovEEed-21



Who would be a “Leader”?

When everything is going okay the leader is held in high esteem but when the wheels come off, it’s the Leaders fault. To this end I was once told that the sign of a good company or business is how they react when things don’t go to plan as anyone can be in charge when all is going well. That is a benchmark I have used personally when perhaps I’m dissatisfied with a product or service I’ve received.

If we consider the wording and diagram I’ve used at the start of this blog, which I hope will make sense to you both as a leader/manager or as part of a

team because we are all in this together. Covid-19



with a no entry

sign which usually means you can't do something or there is a restriction on what you can do. We could have used this symbol instead



again it's saying NO! Don't do something and just think of how many times you've heard that said since Corona kicked in? No you can't go to work as normal; no you can't mix with people outside of your household; no you can't run a group or programme. Even one to one is very limited with health and safety to consider – no, no, no, no, no, no, no! Good leaders need to have vision to be able to a) crisis manage during this difficult period, b) see the wood for the trees, be able to see where we need to be heading to be in a



better place and hence the champagne glasses to signify success/celebration. Make no mistake it will be a huge triumph to work through this situation and 2021 is probably about right in terms of looking to measure how far we have come and by putting Enabling Environments at the heart of your journey covEEd 21 is a useful improvement tool to guide you through.

Courageous leaders have double vision. They see the world as it is and as it could be.

The Leadership standard has a few indicators attached to it which for me personally brings good managers to the fore, for example 9.5 states “change is managed in a way that recognises the impact on recipients and providers” Now, think of the adaptations and allowances that managers have either made to reflect need or have backed an idea you suggested? Think how to capture the initial suggestion, the process involved and the outcome with benefits to staff and residents, very rich evidence for your portfolio!

9.3 “recipients and providers feel supported by their leadership team” again think how a manager may have allowed you to work from home, to make adjustments in your attendance system, by looking to social distance in terms of residents and of course recognizing that in some cases this can have real detriment to an individual’s mental health and wellbeing and what measures were put in place to keep that person safe, again really good evidence to move you forward to being a success in 2021!

On a personal front the RCP EE team in the guise of Sarah Paget have supported their EE Advisors to work from home, deliver training, meetings, forums via Zoom, Teams, Skype etc, all of which is a big learning curve for me and I in turn try and pass it on to those services I have a responsibility to provide leadership and support to, so I will leave you with this thought because we won’t get it right first time, every time but as Winston Churchill said

Success consists of
going from failure to
failure without loss
of enthusiasm.