



BUSINESS RESILIENCY: WHAT LEADERS ARE DOING DIFFERENTLY IN 2021

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2020 offered us several MBAs worth of **learning**.

Now, 2021 extends us the opportunity to adopt a **fresh mindset, apply** what we learned and **grow** healthy, resilient businesses.

Trends to explore

- Leading productive remote teams
- Defining the new organizational model for high productivity and strong culture
- Competing to retain and attract the best talent
- Creating new roles to tackle pressing challenges

Waiting for things to **go back** to
“**normal**”... to the way things
were before COVID hit is like waiting
for our **second** 21st birthday.

It is not going to happen.





How do you feel right now as a leader?

Current State



What has emerged?

- Remote leadership
- Virtual collaboration
- Perspectives on Work Space v. Work Place
- Agility around business scenario planning and resiliency

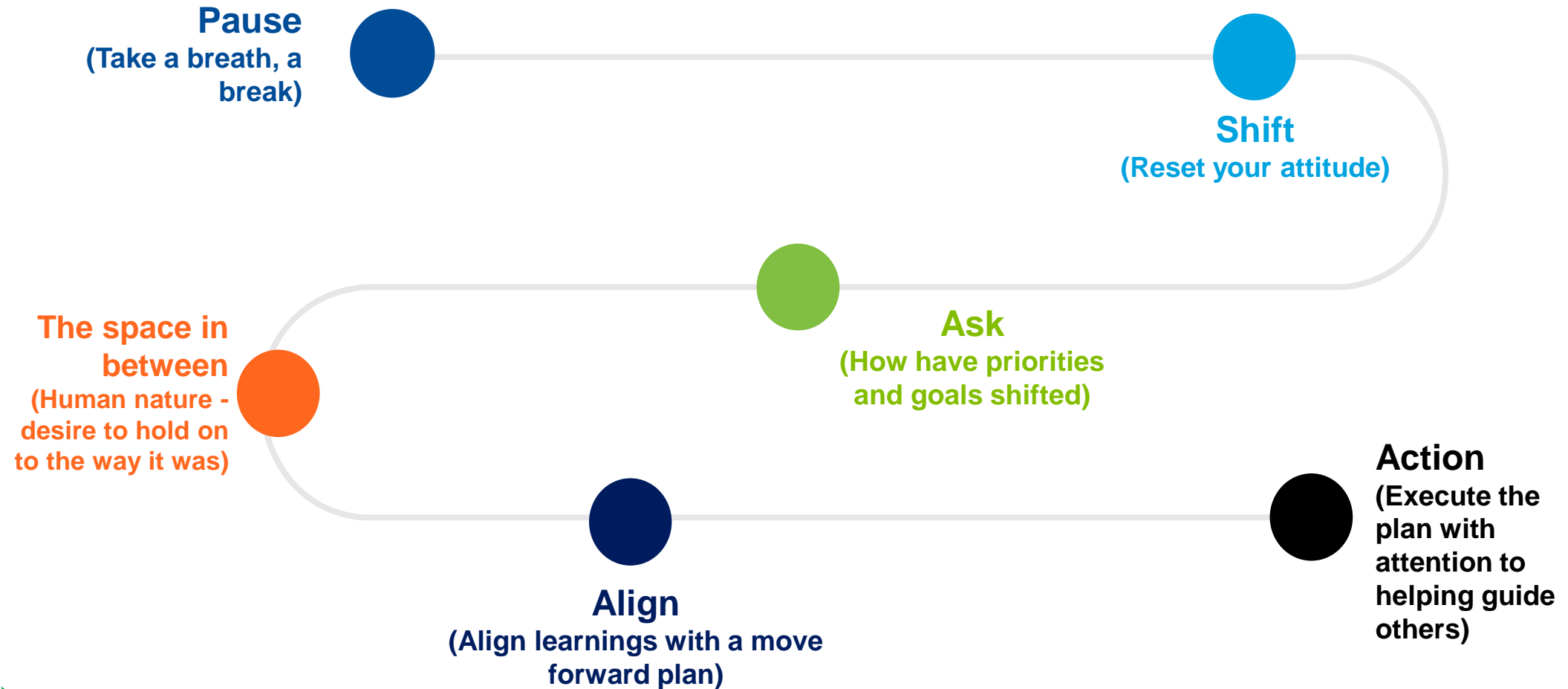
What have we learned?

- Remote performance, gaps, etc.
- Increased criticality of leadership connection to people/culture
- Reflect Forward Framework (RFF) mindset



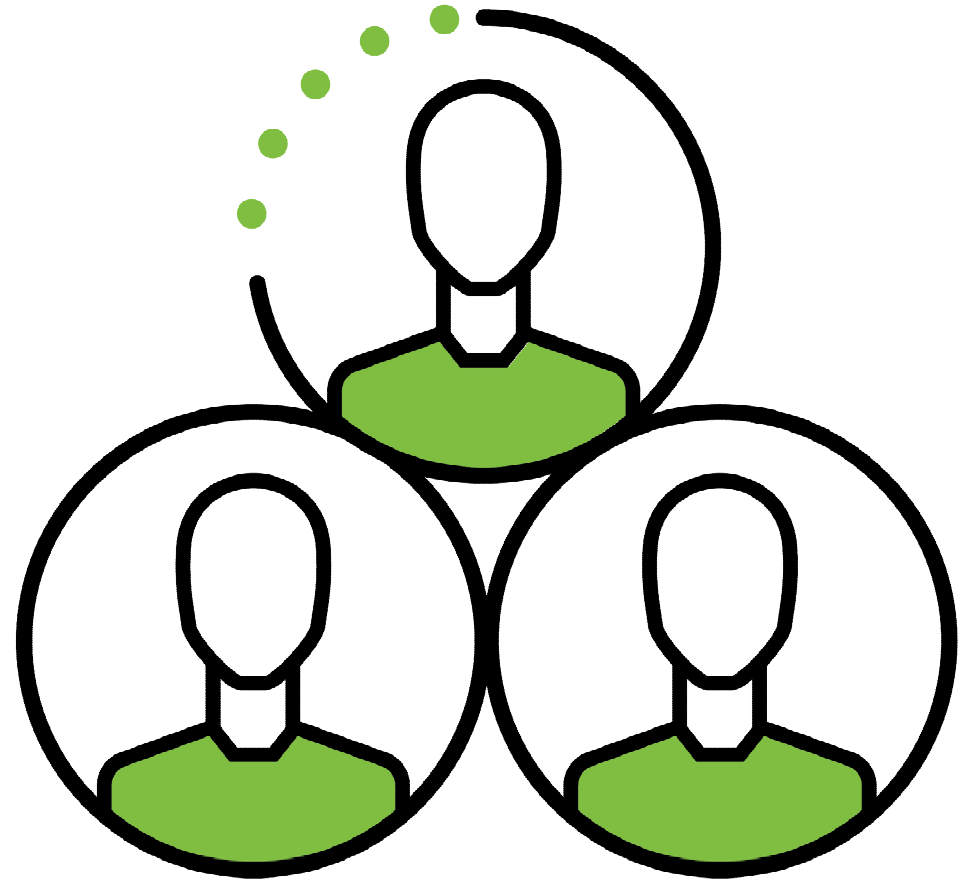
5 Key Takeaways

1. Leverage Reflect Forward Framework to help yourself and others move forward



2. Leading productive remote teams

- ✓ Staying connected with individuals and the team
- ✓ Virtual collaboration
- ✓ Balancing life around work, work around life



3. Defining the new organizational model for high productivity and strong culture

- ✓ New norms
- ✓ Increased diversity – people, places, way we work



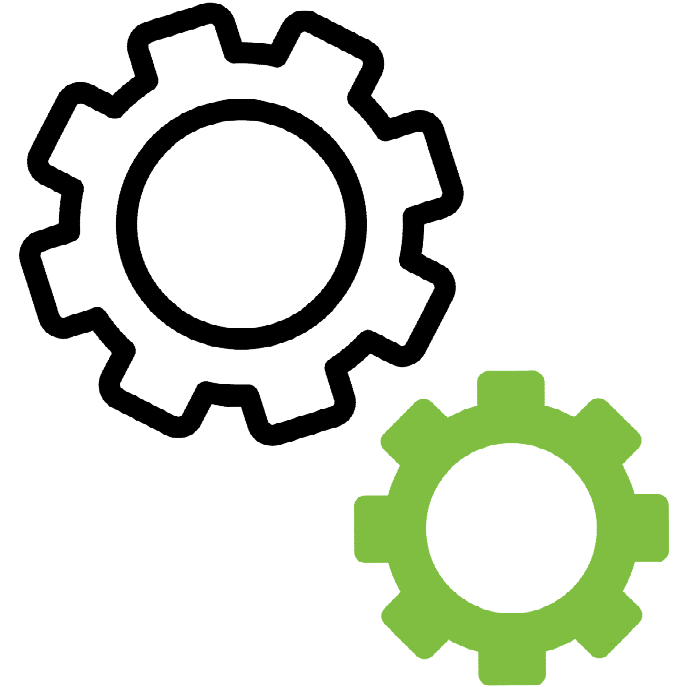
4. Competing to retain and attract the best talent



- ✓ Create remote and hybrid work options – *increase your talent pool 10X*
- ✓ Stay connected

5. Creating new roles to tackle pressing challenges

- ✓ What and why new roles?
- ✓ What purpose are they serving?



**Of the 5 Takeaways,
which one would you
like to spend a few
minutes on?**

Q&A



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