

Post-Pandemic Leadership

Essential Leadership Skills in a Post-Pandemic World

The global pandemic was the death knell of old-school leadership. Successful leadership is now determined by personal connectivity and organizational fluidity. Before the pandemic, 75 percent of employees saw their boss as the most stressful aspect of their job. The pandemic has put both leaders and employees under even more stress. It has also created the need and ability to work onsite or remotely.

This new reality created two interrelated imperatives for leaders, even as they continue prioritizing health and workplace safety. The first is to address the new realities created by the pandemic. The second is to use this opportunity to create fairer, more inclusive, and a more equitable place to work. Below are characteristics leaders at all levels can take to improve employee satisfaction and organizational success, working onsite or remotely.

AGILITY: If Covid has forced one thing, it's a need for quick thinking and on-the-fly adjustments. Business models of the past have been flung out the window in favor of something much more malleable.

Where before we ran our work lives by a rigid structure, now external forces must be considered more than ever. Unfortunately, this caused many businesses to quickly crumble under the weight of the pandemic.

QUICK THINKING: Quick thinking is an important skill to any leader at the best of times. Especially with Covid, though, it's been testing on everyone's resilience. With rates, rules, freedoms, and accessibility changing at the drop of a hat, there's no question a time will come where you'll have to adapt.

In many organizations, this means going as far as completely overhauling their leadership philosophy to meet any decline in productivity. It's this quick thinking and the determination to make it out on top that's going to keep leaders, leading.

CONTINUE TO ADAPT: While we may be through the most challenging period when it comes to the pandemic, there is no going back to pre-Covid plans. It's therefore integral that leaders can accept what's what and work hard to adapt, change, and grow at all levels if they're going to continue to stay in leadership, even if there's no concrete plan to follow.

