

Resilient Leadership: Responding to COVID-19

Daily Reflection

April 8, 2020



Dear VCH Leaders,

In her [LinkedIn article](#), Senior Leader Erin Sills talks about how challenging it is to manage HERSELF, never mind her team, her organization, and all the details. She candidly reveals how easy it is to think she **should be good at this** – after all, she has worked her "fair share of crises".

We can relate. In healthcare, we are used to working under constant pressure and changes ...and yet...**this is still hard**. It is important to **give ourselves permission to be imperfect**, to have hard moments, to not know what to do next, and then – we need to move forward.

Erin reminds us that we can "keep our resilience high by checking in on your own emotional state and of those working alongside you - physically or virtually. It's through our individual **focus on our own impact and our shared collective action** that we will get through this together."

Her company, High Impact Lab, uses a 'conscious leadership cycle' they call **RAAR: Reflect, Assess, Adjust, and Repeat**. This daily 10-minute practice can provide us with the insight we need to be intentional in our leadership and build our personal resilience.

Reflect:	Assess:	Adjust:	Repeat
What was hard today? Why?	How did I handle it?	What can I do differently?	
What was my emotional state today?	How did this show up in my behaviour?	What can I do to self-manage?	
What was good today? Why?	How did I handle it?	How can I do more of this?	

Try it out: **This is hard... BUT... we are in this together! Hear us RAAR!**

Leaders play an important role and we need you more than ever right now.

We also know how challenging leadership can be and how the COVID-19 situation may be impacting you and your teams.

We are here to support you with our confidential internal coaching services.

If you are not yet connected to a Leadership Team Coach and would like to be, please email: vchleadership@vch.ca

Employee Wellness Webinars:

Coping with COVID-19: Strategies to manage stress & stay emotionally well

NEW TIMES - 9am, 12pm, and 4pm; or by manager request

Email TCOM@employee-wellness.ca to register.