



Virtual Corona Pit-Stop

bridgingpositions

International Change – Consulting – Facilitation – Coaching

▶ **Remote working:**

Covid-19 was or is forcing you and your co-workers to work from home, not to travel, and to have meetings online. This all comes with the related limitations and interferences. Collaboration has become far more virtual.

▶ **Dynamics of dealing with people:**

When you manage your co-workers, despite of the positive experiences you made with your team in this time [e.g. learn new competences, regular and closer, sometimes more personal team interactions] there is also a flip side to it. **'Corona Fatigue'** can lead to increasing emotions such as frustration, impatience, boredom, insecurity and worry, which are having effect on individual and collective wellbeing. How do you rekindle engagement and confidence in your employees?

▶ **Business impact:**

Covid-19 is having severe consequences on your business. It is not foreseeable if this effect will be only medium or long term.

You have to answer questions such as:

Is your business at risk? Do you need to change your business model slightly or considerably? What about your go-to-market or product & services strategy? What are your clients (and suppliers) experiencing? How are they affected? How does this influence your business? How can you best support your clients?

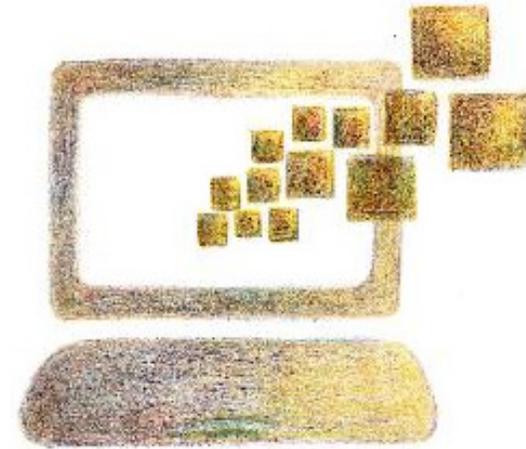
▶ **Changes in the environment your business is embedded in:**

Your organization's wider context is shifting and changing; there is no clear way of predicting its development and its backlash on your business. What do you need to keep an eye on and to prepare for?

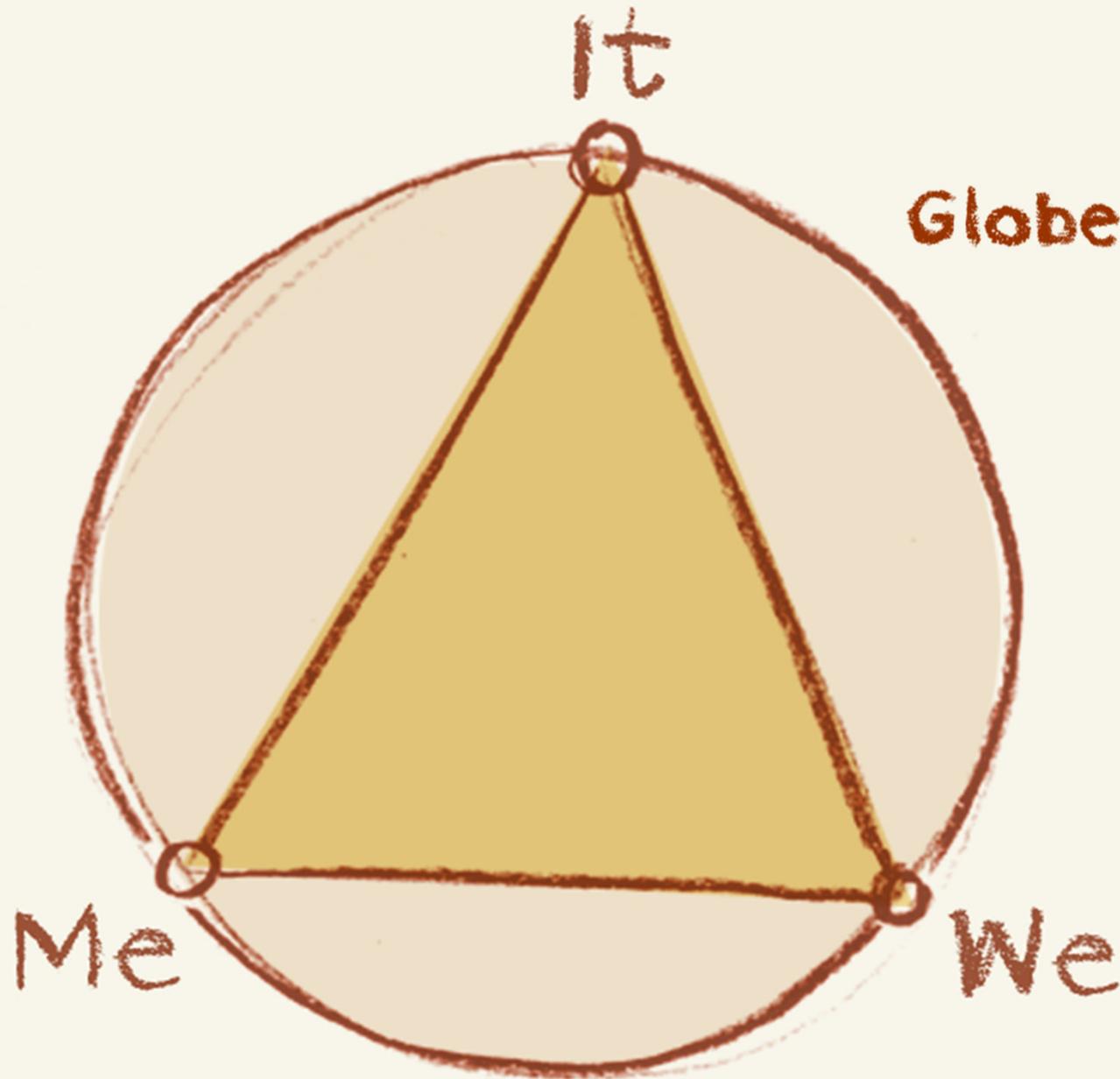
This Pit-Stop enables your organization to evaluate your current situation and to take appropriate measures where needed.

What are the aims of the Virtual Corona Pit-Stop?

1. Gain clarity within your team about your overall business situation.
2. Stay proactive in reactive times by giving direction to yourself, your team or to the organization you are responsible for, in insecure - unstable (VUCA) times.
3. Identify areas of attention to focus on now, as leaders and managers. Lead your people onto the same page.
4. Explore business opportunities and threats hidden in the current situation. How does your business continuity needs to evolve? Revisit your current business model, adjust it and renew it to prepare for what is ahead.
5. Foster, strengthen, (re)shape a sense of community and belonging among the people you are responsible for. Lead collective learning about the new situation. Create a collective sense of relief so that people feel they are not alone.



What areas are we looking into in the Corona Pit-Stop?



1. ME-Focus

How is the individual doing in this situation?

2. WE-Focus

How do we as team deal with this situation?

3. IT = Organizational-Focus

How is the business, how are our clients affected by this situation?

4. GLOBE = Business Context-Focus

How is the context that we are operating in developing?

1st half day:

Welcome and set the scene

1. ME Focus:

How is the individual coping?

Break

2. WE Focus:

How are we doing as leaders?
How are we doing as a team?

2nd half day:

3. Organizational Focus:

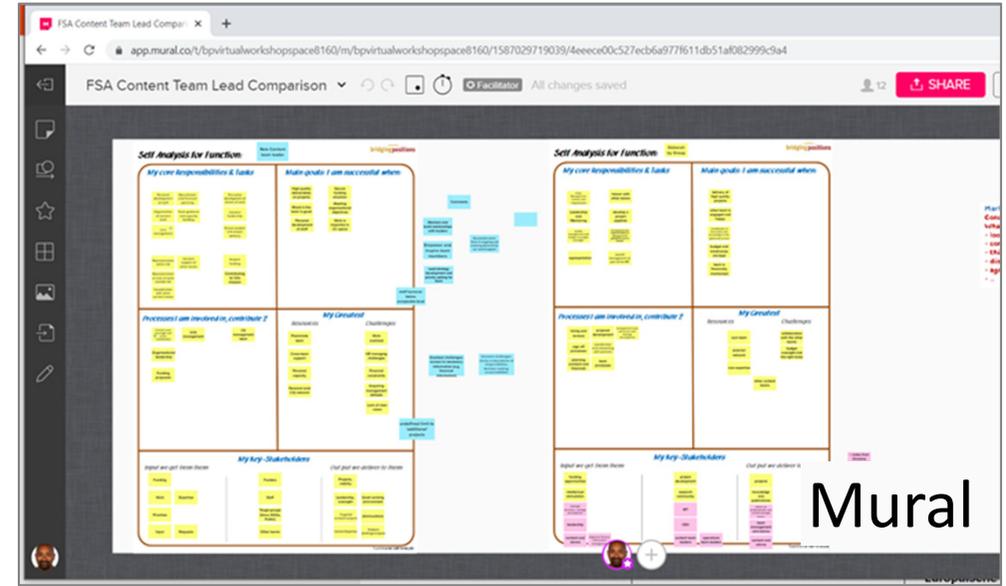
How is the business influenced?
How are our clients affected?

Break

4. Business Context Focus:

How is our context developing?
What are possible changes in our environment that would impact us?

Action Log and Farewell



- **Zoom** will be the collective “plenary” video conferencing platform
- It allows breakout sessions for sub-groups to work on specific topics. Results are then presented back in plenary

- **Mural** allows members of a virtual group to collectively work on pinboards or white boards
- Pre-produced posters and templates give structure and direction to the group work processes

▶ To run the virtual workshops, we use programs as Zoom for video conferencing and breakout groups, Mural for interactive work on posters and boards, and WhatsApp calls for trio walk exchanges.

**If you feel drawn to this adventure, or curious to know more, reach out to us.
We look forward to have a conversation with you.**



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