

It's time to get your teams together again

Virtually now; in person and outdoors when we can

- Find out how everyone is feeling
- Take some time to think ahead
- Agree your leadership imperatives for the next stage



Your leadership team needs support now, so together you can continue to adapt to the changes that lie ahead

From the middle of March to the middle of May we researched what leaders and coaches think their teams need now. They told us:

“Leadership Teams will not succeed if they stay in the current mode.

To really get our organization performing in 2021, teams need to be supported to help them continue to perform at each stage of the changes we now face.”

Source: the 14 *Join our Conversation* sessions we held March to May.

We spoke to people in the following cities: Hong Kong, Manila, Moscow, St Petersburg, Helsinki, Milan, Vienna, Lagos, Paris, London, Dublin, New York, Pennsylvania, Toronto, Seattle.

This meant we captured views from countries ahead of the UK curve and a global view of what is needed that applies to teams wherever they are based.

In March and April, leaders and their teams generally responded to the COVID crisis brilliantly. People were firefighting, adapting, collaborating, focusing and showing more compassion for others. And largely, it worked.

Now we are coping with the impacts of lockdown while at the same time working out how to reopen – which will be a significant challenge for many.

June: time to make sure your leadership team has the support it needs to plan ahead positively and agree how to lead for the next stage.

July to September: when we will begin to see the full economic impact of redundancies and reduced earnings.

October to March: time to lead to secure both immediate survival and improved performance for 2021.

These are the top
5 leadership
questions teams
want time to
think about now:



How can I best lead in a situation or ecosystem that is constantly changing?



How do we return to before, find a new normal and build back better?



Which previously unquestioned behaviours in our organisation has this crisis exposed?



Which new behaviours could we experiment with to see if they work in our new world?



Which behaviours are emerging as essential for us to adopt as leaders in 2021?

Six behaviours that great leaders have shown during this crisis:

“The crisis is like a global leadership assessment test where we can compare how people respond to the same challenges, how they approach it differently and how their characters show up.

Leadership capability has never been more visible or comparable.”

1. They iterate ‘leapfrog’ thinking to make the most of the future up/down swing(s) in short phases
2. They lead virtual sessions with empathy, in a human-centred way, and are working on becoming even more effective leaders
3. They have long-term resilience, both as individuals and leaders in a crisis
4. They support remote-working teams to help develop their resilience and maintain performance
5. They focus on their teams’ productivity, wellbeing and mental health
6. They encourage confidence to innovate and learn from mistakes, particularly in sales and client relationships, so they are ready for the top of the upswing(s)

What teams want to work on together:

Where we are now:

- Time to reflect on how we're all feeling, physically and emotionally
- A chance to recognise the highlights, lowlights and learning
- A moment to draw breath, thank those who have done brilliantly and support those who are having a tough time

The changes and challenges ahead:

- What are the next stages and challenges for our organisation?
- How will we feel as we work our way through these?



How we lead through all this:

- What is going ok? Is my approach working?
- What leadership legacy have we left so far?
- How should we adapt our leadership in the future?
- What winning habits will we need in 2021?
- How to engage our people with the opportunities to come?

Call for Individual Preparation to explore issues 45-60 mins

Month 1



Session 1
Where are We?

2-3 hours pm

2-3 hours the following am

Outcome
Your team feels supported, valued and heard

Individual coaching calls 45-60 mins

Month 2



Session 2
What are our leadership imperatives?

2-3 hours pm

2-3 hours the following am

Outcome
Your team is clear about its shared priorities

Individual coaching calls 45-60 mins

Month 3



Session 3
How do we lead all this?

2-3 hours pm

2-3 hours the following am

Outcome
You have a collective approach across your leadership team



Face to face session including lifelines, feedback, renew and re-energise

Outcome
Your whole leadership team is ready to perform, now and in 2021

Share themes for the team agenda

MT meeting buy-in

Why develop your team with us?

We are highly experienced team coaches

We work with high-performing senior teams around the world and across diverse sectors.

Leaders and teams drive the content of our work

We develop virtual sessions based on the current issues people are facing. Then move teams quickly to action.

Your team needs support now, virtually

No need to wait to meet in person. Our Virtual Coach, Remote Team, Coaching approach is proven and ready to support you today.

Our approach is innovative

Three sessions combine with overnight reflection. As when offsite, this allows time for deeper feelings and concerns to be addressed.

Virtual sessions lead directly into the face-to-face sessions offsite

When the current COVID-19 restrictions ease we will bring your team together to work offsite, including some time outdoors.

We have particular experience in:

- Leading through Turbulence
- Building Resilience
- Energising Team Performance
- Leaders Rethinking Time

Discover more at

www.orchardhousepartners.com

The benefits you'll enjoy



1:1 personal discussion engages everyone and gives each person ownership of the agenda



Discussing the key themes in a leadership meeting helps everyone agree on the need, outcomes and timescale



Unique pattern of paired sessions (pm and following am) ensures you can reflect and get the same benefit as in a face-to-face programme



Drumbeat of three iterations of the paired sessions blends efficiently with the current meeting schedule



Individuals get 1:1 coaching just when they need it



Teams perform better and issues are resolved more quickly than if you wait until you can meet in person



The whole organisation benefits from better leadership



Team members see the benefits and go on to help their own teams in the same way

The Orchard House team

The team combines business expertise with a deep understanding of coaching and leadership. We've been working with the leaders and executive teams of global companies across the UK and Europe over 10 years.

We understand the challenges leaders face because we've experienced leadership ourselves. We know how hard it is to manage stakeholders, guide change and inspire others. We know what it's like to present to the board and which questions you're likely to be asked.

This all means we can relate our coaching to our clients' experiences. And it means we understand the impact our programmes can have – on individuals, on teams and across organisations.



David Jarrett

David is a highly experienced team coach who designs and delivers leadership development programmes for clients across the UK, Europe, Russia and the...

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Margaret Bishop

Margaret has more than 20 years' experience as consultant and coach working with senior leaders in banking, professional services, consumer goods, media,

[Read more](#)



Fiona Ellis

Fiona has more than 20 years' experience working as a consultant for a range of industries. She has delivered leadership development coaching for...

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Danela Ezekiel

Danela has worked extensively as a corporate learning and development manager across Asia, Europe and Africa. She has been a director and partner...

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Paul Jones

Paul is a learning consultant and coach who excels in unlocking potential through practical application. He has a particular interest in taking learning...

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Lisa Saunders

Lisa is a professional coach, coach trainer and facilitator. In 2017 she went to the USA to train as an Equine Facilitated Coach,...

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To find out more

Call David on: **07713 145 827**
or email: **david@orchardhousepartners.com**

Thank you
We hope you stay well