

Key Messages from the Carol Mutch Webinar Series.

Three: Leading through a crisis - Distributed leadership

Aim: To develop an understanding of your crisis leadership role in regards to vision, values and visibility, as you move through the crisis cycle. The Canterbury study highlighted how leaders used vision, values and visibility to lead their teams through their difficult times to a more hopeful future.

Values - who you are, what do people see when they look at you.

Vision - out of your values comes the vision, as you play out those values you are giving your staff a vision. Is it one they can engage with and support?

Visibility - Are you living those values in a visible way. Are you visible to all members of your team?

Matching values, vision and visibility against the framework of attributes will help you be authentic.

Three Vs and the leadership attributes

Dispositional			
Relational			
Contextual			
	Values	Vision	Visibility

Also match the 3 vs against the crisis cycle: response, recovery and renewal.

Challenge: How will you live your values in each of these stages?

Three Vs and the crisis cycle

Response			
Recovery			
Renewal			
	Values	Vision	Visibility

Crisis phases and leadership

Being physically visible in the response phase is very important. Your prior **preparation** will enable your response to go much more smoothly.

Provide a vision in the crisis, review and hone your personal skills as a leader. How have you clarified roles and responsibilities? How are you building a team? Had you done crisis planning? How are you refining and honing this?

Operating a distributed leadership model means it is easier to lead as the central figure and also to stand back and allow others to take leadership of areas. It is not about personal heroism, but how you coalesce as a team; that you have each other's backs and that you work through this positively and together.

As you journey the crisis, it is less about up-front visibility, but more about your visibility to support "how can I help you" - visibility of a different kind.

Work to bring diverse groups together.

Key take-out messages for this webinar

You never know when it will happen. There is always something around the corner. Be prepared, understand the crisis cycle. The event will hit you, and you need to have a response and be prepared for short, medium and long term, **and** use the opportunity to rebuild.

Reflect on who you are as a leader, to improve your leadership style and make more of building your leadership team. You can't do it on your own, you are the leader of a team, and the organisation. Utilise the strengths of your team.