



about corona, solidarity and leadership

Are you open for something completely different? What if we approach this virus from another point of view, namely '**corporate culture**'? Indeed, what applies in a society often also applies to an organisation and vice versa. We will start off with the corona story. And as a reader you will notice where we make the leap towards 'solidarity' and 'leadership'.

First of all, we should all immediately admit that we **underestimated** this virus. After all, the problem was initially elsewhere. And if it blows over it will not be so bad. A flu, nothing more. However, the consequences in a globalized world didn't take long. The virus quickly spread from East to West and from the snow to the asphalt. And while our political leaders were still looking for the right gear, everyone was still hugging, shaking hands and kissing. A few days later the call to 'keep your distance' and 'clean hands' suddenly followed. An advice that many Belgians initially put aside with a smile. Me too.

But isn't it all about us? From the premise that '**every behavioral change starts with you**', I realized that each of us now has a duty to act as a **role model** for our children, our grandchildren, our parents, our grandparents, our friends, our colleagues, and our neighbours. Having our citizenship in mind we should adjust our habits for a while. By distancing ourselves from each other, we then demonstrate our **commitment and solidarity** to each other. And we all do this together with the intent to postpone that stress spike. So that the heart of our healthcare, which wants to avoid a heart failure of its own, can continue to follow.

A few days ago, a series of measures followed that aimed to limit 'every encounter'. The reactions in my surroundings were varied: from 'exaggerated', over 'finally' to 'too late'. Personally, it seems to me that the measures express political **leadership**. Unlike China, which is run as a hierarchical society, our daily behavior as a citizen is not immediately enforceable. The measures taken may not be popular, but they do create decisive guidelines for all of us to meet the expected behavioral expectations. Our leaders are also very **agile**, with their soft advice first searching for buy-in from the citizens, after which the new observations quickly shifted upwards. The measures taken also seem to me very serene, not so much motivated by fear but by thoughtful realism, and especially - unlike other matters, which are dominated by different interest groups - based on the opinion of experts who all share the same point of view. Wauw!

Let's jump to the **corporate environment** ... As a modern leader you have an interest in realizing that a problem in one team can influence the other team and that in a modern organization 'everything is connected to everything', both within the organization as beyond. After all, many companies are very dependent on the external partners who are part of their 'corona' ... euh 'network'. Solving problems therefore often requires a joint approach in which you work with others in trust through open and transparent communication. The spirit of the times in which the director alone decides is behind us ... It is now the responsibility of every employee. Therefore it is important to do what you say you will do. Walk your Talk! Set a good example. Communicate a sense of responsibility that invites others to reflect. Surround yourself with and listen to the right experts. Inspire, inform and motivate. Create confidence. Which, from the point of view of the employees, leads to dedication, loyalty and solidarity.

And wash your hands now! " 😊

PS. In the coming months and years we will enter a world that will only become more volatile, more uncertain, more complex and more ambiguous (note '**VUCA**'). In that context, the challenge is to continuously adapt to change as a society, as an organization and as an individual. I wish you lots of trust, solidarity and leadership in this.



Many thanks for viewing my post, I hope you found it useful? If you did, would you share it with your network who might also enjoy it.

"We all want change, but we constantly tend to fall into our old habits. Are you looking for someone who can give that little push so that you and your co's will effectively support change? Then you've come to the right place. I am ready to guide you, with humor, creativity and lots of passion for cultural change."

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