

SUPERHEROS, AFK, CORE FACTORS SWEDISH FIKA AND WINSTON CHURCHILL

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The current situation with the coronavirus crisis is unlike any most of us can recall. It's impact has elements in common with the Spanish flu pandemic, as well as 9/11, or the more recent huge

economic crash in 2008. Our professional, as well as personal lives, will probably be changed in ways we yet can't fully understand.

Yes, we do must take care of business.

However, in doing so, we



"Yes, we do must take care of business. However, in doing so, we must take care of each other and ourselves too"

must take care of each other and ourselves too. Many of us suffer not only financially but some also lose the sense of meaning. Many consider their coworkers to be a part of their extended family, and the work is therefor a large part of one's identity.

Conditions at our workplace that is supporting the

individual's experience of **autonomy**, **competence**, and **relatedness** foster high quality forms of motivation and engagement – that we have learned from the SDT-theory.

Now all of these factors are challenged by the changing working conditions of the current crisis, which places higher demands on you as a leader.

However, the knowledge of **SDT** and the **psychological needs** facilitates the transition.



The ones of you that have heard me lecture or been attending any of our seminars over the years, knows that I often starts by defining the **core factors of a successful organisation** or

workgroup. Among many things an effective organization workgroup is characterized by a framework that addresses the following areas:



The criteria about **Learn & Adapt** is crucial. It's what will determine which companies are most easily able to get through the crisis.

Creating **the new normal** falls largely on the shoulders of you as a leader.

So what can you do?



DURING THE CRISIS

- ✓ Digital meetings are often more focused, but miss the personal. Set aside time during meetings for **"small talk"** or **check-in** routine
- ✓ Try to even schedule separate digital group-**coffeebreaks** "a Swedish fika" 😊
- ✓ Create a climate where collaboration and compassion are rewarded. **Don't be a superhero** and try to fix everything yourself
- ✓ Most organizations have values and a **code of ethics**, that leaders rarely reference. Now can be the time to lean against those documents
- ✓ Set **common goals** and **individual goals** for each week.
- ✓ **Evaluate** more often. The new goal management, but also how it affect you as an **individual** and as a **group**.
- ✓ Keep close **individual contact** and **update-meetings**, with your colleagues, thru telephone, videolink, email....
- ✓ Update routines for your **calendars**. Enter when you are busy and visible when you are available for calls
- ✓ **AFK**. Everyone needs a break. Encourage **physical movement**. You as a manager can set a good example by clearly showing when you take a break.
- ✓ Take time for **personal development** by reading "that book" - or schedule leadership-coaching with Kahemi 😊

If you as a leader don't model self-care, no one else will take care of themselves.

Winston Churchill, maybe our most praised crisis leader of the 20th century, took his daily naps to ensure mental and physical sharpness.

Just as Churchill everyone needs a break to be able to perform at their best.

Take care out there, and remember that everything has a beginning, middle and end – and so does this coronacrisis.



"If you as a leader don't model self-care, no one else will take care of themselves"

Watch a short version of our newsletter on [YouTube](#):



...and don't miss our famous boxing-movie "Ta Fighten" with former world champion **Armand Krajnc!**



KAHEMI is a Swedish...
...Human Resource Management company with Scandinavia as it's primary field of work.

KAHEMI works primarily with high-quality leadership and group development as well as conflict management and executive coaching.

