

Stronger Together Webinar Series

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Partnership Resources Group

Recording & slides will be available after the presentation at cvnl.org

Calibrating Your Leadership in Uncertain Times



Linda Jacobs, CEO
Center for Volunteer &
Nonprofit Leadership



Maureen Sedonaen, CEO
Habitat for Humanity
Greater San Francisco

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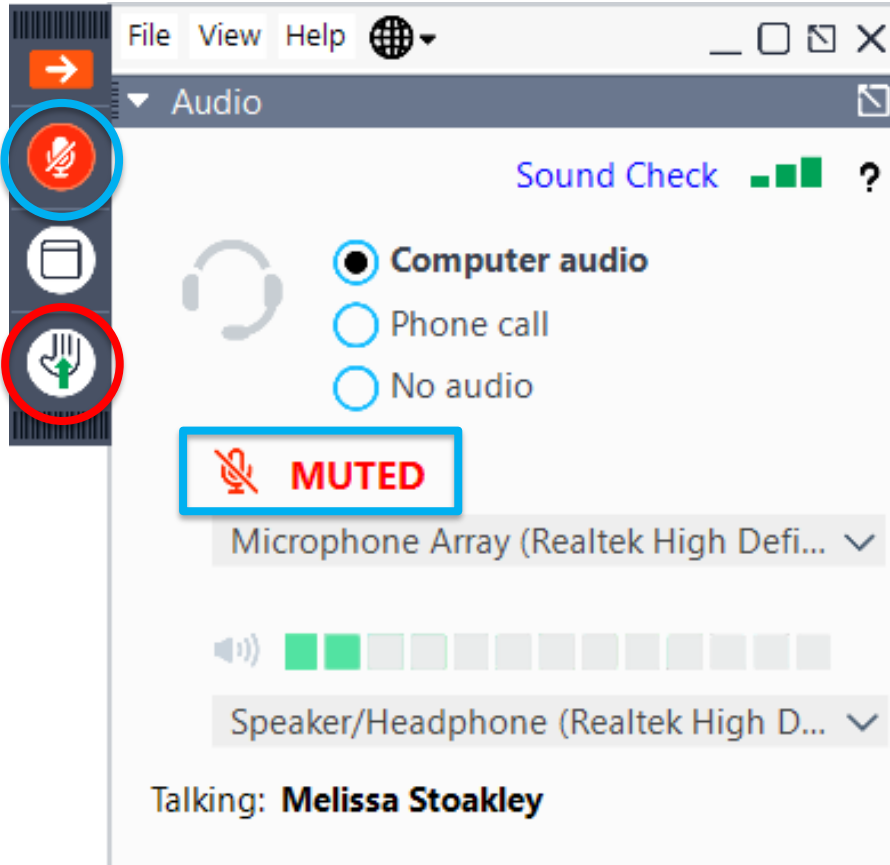
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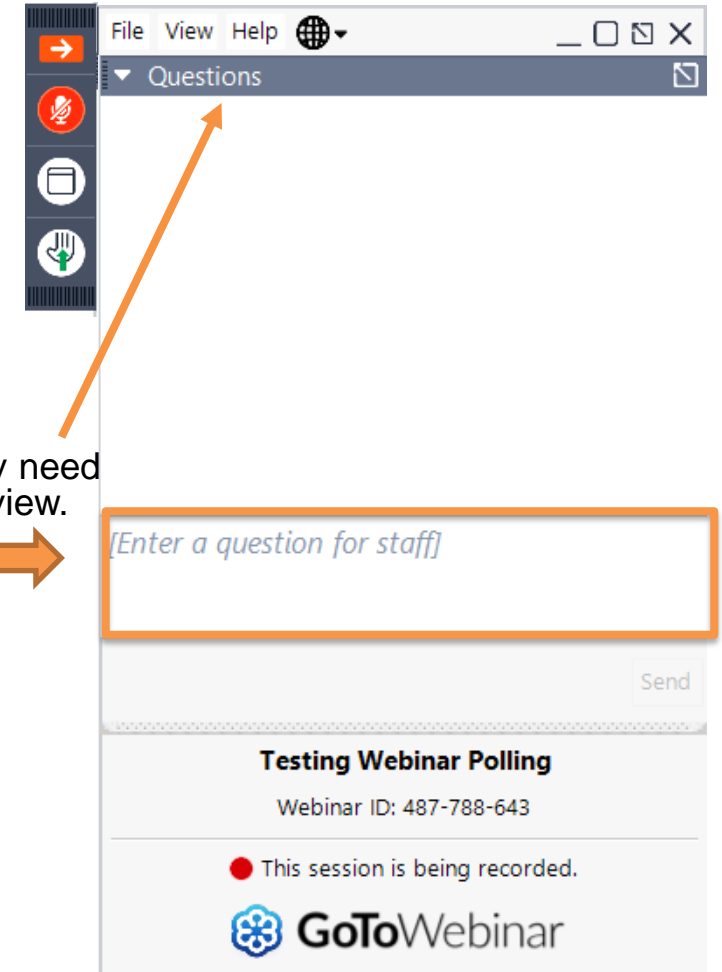
Unmute your mic
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Raise those hands!



Q&A Portion
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to expand section to view.



Calibrating Your Leadership in Uncertain Times



Maureen Sedonaen, CEO
Habitat for Humanity
Greater San Francisco

Maureen has over 20 years of nonprofit management experience and knows well that achieving community change means doing the difficult and time-intensive work of building coalitions, cultivating allies, and identifying clear objectives—all while having the political savvy, sharp intelligence, and flexibility to adapt these objectives to the changing dynamics of the community.

Learning Objectives

- Discuss some of the hard choices leaders are dealing with right now and what values-based leadership looks like in the face of uncertainty
- Review unique aspects of leadership isolation in the current context and means to maintain meaningful connections
- Hear from your peers on their current experience, what they're learning and how they're leading

Being the Leaders We Were Called to Be

“Everyone wants them (Leaders) to demonstrate empathy—and, at the same time, be highly engaged and fact based in their actions. They are expected to make a positive difference in people’s lives with their leadership and wield both telescope and microscope adroitly—that is, have both a coherent long-term view and a set of effective short-term fixes at hand. Yet, for all their expertise, they are grappling with many new questions for which they don’t have answers, even as their teams look to them for direction.

The COVID-19 crisis is a once-in-a-century event, and no training or experience in previous downturns has prepared CEOs for it.”

McKinsey Article 2020

© Damircudic/Getty Images

by Homayoun Hatami, Pal Erik Sjatil, and Kevin Sneader



Calibrating your Leadership

In times of crisis we are called on to demonstrate bold leadership and to pause and then take decisive action and make hard decisions.

- How are we navigating the multiplicity of changes
- We do we deal with the constant rotations: Stop, Pivot, Decide, Learn, Pivot
- Challenges of managing Boards, Donors & supporters simultaneously, but all in new ways.
- Balancing the decline of important assets with meeting goals and impacts.



Calibrating your Leadership

- How do we make the hard choices we are faced with as leaders?
 - Constant Rotation: Stop, Breathe, Pivot, Decide, learn pivot again
- How do we integrate our values in to our decisions, actions and communications
 - A resilient leader will not only reframe the situation in a positive way, but also actively work to re-energize the people around them.
 - Dealing with the sad and hard parts and also staying positive and opportunity minded.

Calibrating your Leadership

- Be clear what you know, what you don't know, and what you are doing to learn more.
- How do we not seem tone deaf in our efforts to keep our organizations moving forward (Fundraising, Social Justice Pivots)
- Essential business managing employees through uncertainty, who are scared and anxious



Calibrating your Leadership

- How do we balance the fierce leadership isolation in the current context and maintain meaningful connections
 - Changes from organizational proximity, uncertainty, demand, multiple stakeholders
 - it requires a unique playbook and some may need new operating models. We cant rely on a predefined response plan, but need to ascribe with behaviors and mindsets to avoid overreaction to yesterday but choosing to look ahead
- Keep it Simple and Purposeful
- Put on your Own Oxygen Mask 1st

Poll:

What would you rank as your most pressing challenge as a leader in this time of COVID, besides fundraising?

- A. Supporting my staff
- B. Successfully adapting our service delivery/business model
- C. Losing touch with stakeholders
- D. Living with the uncertainty



Let's Address the Poll



Q&A Session

At this time we would like to invite your additional questions.

Time permitting we hope to respond to everyone's inquiries

The image shows a screenshot of the GoToWebinar interface. On the left is a vertical toolbar with icons for chat, microphone, screen sharing, and hand raising. The main panel is titled 'Questions' and contains a text input field with the placeholder text '[Enter a question for staff]'. Below the input field is a 'Send' button. At the bottom of the panel, it displays 'Testing Webinar Polling', 'Webinar ID: 487-788-643', a red dot icon with the text 'This session is being recorded.', and the GoToWebinar logo.

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Stronger Together Webinar Series



Emerging From the Pandemic:
Preparing for What's to Come

Wednesday, June 10th
12:00PM - 1:30PM



Communication Planning
Strategy-Engagement-Tone

Wednesday, June 17th
12:00PM - 1:30PM

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Resource Pages

cvnl.org/covid-landing-page

partnershipresourcesgroup.com/covid-19_resources



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Thanks for joining us!



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