2022 AIM Leadership in Action Conference

Claire Hannan, MPH
AIM Executive Director
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Managing in a Hybrid Workplace

Corey Leneker, MPA
Leadership Consultant & Executive Leadership Coach

www.TheLenekerTeam.com
THE LENEKER TEAM
lead a life you love
Welcome!

1. Care for self.

2. Care for others.
“The best way to predict the future is to create it.”

- Peter Drucker
GOALS

1. Identify the five c’s of Managing in a Hybrid Environment.
2. The 5c’s Checklist
Engaged employees are those who are involved in, enthusiastic about, and committed to their work and workplace.

Gallup

**ENGAGED**

Engaged employees are highly involved in and enthusiastic about their work and workplace. They are psychological "owners," drive high performance and innovation, and move the organization forward.

**NOT ENGAGED**

Not engaged employees are psychologically unattached to their work and company. Because their engagement needs are not being fully met, they're putting time -- but not energy or passion -- into their work.

**ACTIVELY DISENGAGED**

Actively disengaged employees aren't just unhappy at work -- they are resentful that their needs aren't being met and are acting out their unhappiness. Every day, these workers potentially undermine what their engaged coworkers accomplish.

How has hybrid work impacted engagement?

How has hybrid work impacted your team's productivity?
Discuss the five challenges of Managing in a Hybrid Environment.

Goal 01
1. Building meaningful and Authentic Relationship.
2. Build Vulnerability based Trust.
3. Technology: Better and Worse.
5. More resilient employees who are less likely to experience Burnout.

1. Project coordination.
2. Effective communication practices.
3. Navigating Change and Transition.
4. Mastering process and workflow.

Source: Center for Compassionate Leadership, 2019.
www.centerforcompassionateleadership.org
1. Employee Engagement.
2. Meaningful Connection to staff and work.
3. Navigating Change and Transition.

Source: Center for Compassionate Leadership, 2019.
www.centerforcompassionateleadership.org
1. Trust leads to enhanced innovation and productivity.
2. Meaningful Connection to staff and work.
3. Navigating Change and Transition.

Source: Center for Compassionate Leadership, 2019. 
www.centerforcompassionateleadership.org
1. Optimism in the future.

2. Hopeful leaders are encouraging and remain focused on the best in teams and people.

3. Hopeful leaders are always moving towards a goal, but they don’t allow it to steal their joy.

4. Hopeful leaders embrace change.

5. Diversity, Equity, and Inclusion.

Source: Center for Compassionate Leadership, 2019. www.centerforcompassionateleadership.org
Goal 02

The 4c’s Checklist
The 4 C’s

Check-in  Chunk Info  Connect  Choice

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4 Questions to Ask Your Employees

1. What’s your current level of Stress? Stress Ruler
2. Who do you feel connected to at work?
3. What barriers can I remove for you?
4. What new thing do you want to learn that will excite you and help you grow?
The more variables in a message, the less accurately the audience remembers what they heard or read.

Chunking also solves memory problems by dividing an information set into pieces and then regrouping the pieces into a meaningful whole.

Source: How Leaders Can Communicate Change to a Burned-Out Workforce (gallup.com)
Connection

• Have a virtual open door
• Make a point at beginning of meetings to check-in casually
• Don’t forget to have fun

Source: 5 Practices to Make Your Hybrid Workplace Inclusive (hbr.org)
4 simple ways to connect with colleagues in a hybrid setting (fastcompany.com)
Control leads to compliance; autonomy leads to engagement.

- Daniel Pink
1. Which of the C’s could be helpful for your team?

2. Which, if any, seem challenging or uncomfortable?

3. Which C’s are worth exploring further?
Goal 03

Build your own Future of Work
Action Plan
Everyone has a role

Employees

Managers

Leaders
Strategy

- Make Leadership Development part of the culture
- Empower leaders to skill up emerging leaders
- Design employee experience to reflect Hybrid Future

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1. Identify the five c’s of Managing in a Hybrid Environment.

2. The 5c’s Checklist.

Thanks!

NAME
Corey Leneker, MPA

EMAIL
Corey@TheLenekerTeam.com

WEB
TheLenekerTeam.com
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