Leading with Confidence During A Time of Crisis?

"As a leader one of the things that's most important is to know your team needs to see you as confident."

Steve Kerr, Golden State Warriors coach

With no manuals to follow, no protocols set in place, and no one in your team truly prepared to cope with crisis circumstances which they could have never anticipated, as a leader you will need to exhibit integrity, decisiveness, and compassion so that every single individual on your team can experience a sense of common purpose.

To do that, you will need to lead with confidence. Not just confidence in your own abilities, but confidence in your team.

5 Steps to Leading with Confidence During a Crisis:

1. Focus on the big picture:
   Recognize your employees. Employees who feel and are recognized are inspired and perform significantly better than employees who are not provided with recognition of a job well done. Investing your time in connecting with your team during difficult times can help you create a strong bond that will last way past this phase.

   Start by encouraging them to take personal ownership and accountability for making things happen and for reinforcing the mission, vision and values of the organization.

   On top of boosting their productivity, this will make them feel engaged and inspired to connect the dots and go the extra mile.

2. Take care of your own energy:
   You need to think clearly and be grounded in your body. You can’t possibly afford to make decisions coming from a place of anxiety and fear, and unless you take some time to recalibrate your nervous system, your brain won’t function to its fullest capacity.

   Give yourself time to move your body and elevate your heart rate for at least twenty minutes each morning, and to engage in relaxation/meditation or breathing exercise of your choice.

   Activate the prefrontal cortex of your brain which is responsible for problem solving, creative thinking, and feelings of self-confidence.
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3. Be deliberate with your confidence and positivism:
The last thing you’ll want to do during a crisis is be excessively positive despite the obviously alarming circumstances every single person is facing. You want to encourage your team and avoid the buildup of fear, but you want to make sure that you acknowledge what each person is experiencing without trying to bypass it or ignore it.

Leading with confidence when the world around us is uncertain means recognizing the uncertainty while at the same time conveying assurance that together the team will find a way to overcome all challenges.

4. Make wellness part of your leadership equation:
Just as you need to make taking care of your own energy a non-negotiable, you’ll want to do the same for your team. You need them to stay healthy and clear-minded.

5. Show up as your normal self:
During times of crisis and uncertainty try your best to look like your normal self and convey a sense of certainty and stability during a time where everything else feels unpredictable.

No one knows how long crisis will last and what our lives we’ll be like when after. But we do know that a leader will continue to need a great deal of confidence, consciousness to project deliberate calm and empathy, take decisive action, and communicate effectively through turbulent times.

Anyone can lead when the plan is working.
The best can lead when the world falls apart.”
Robin Sharma