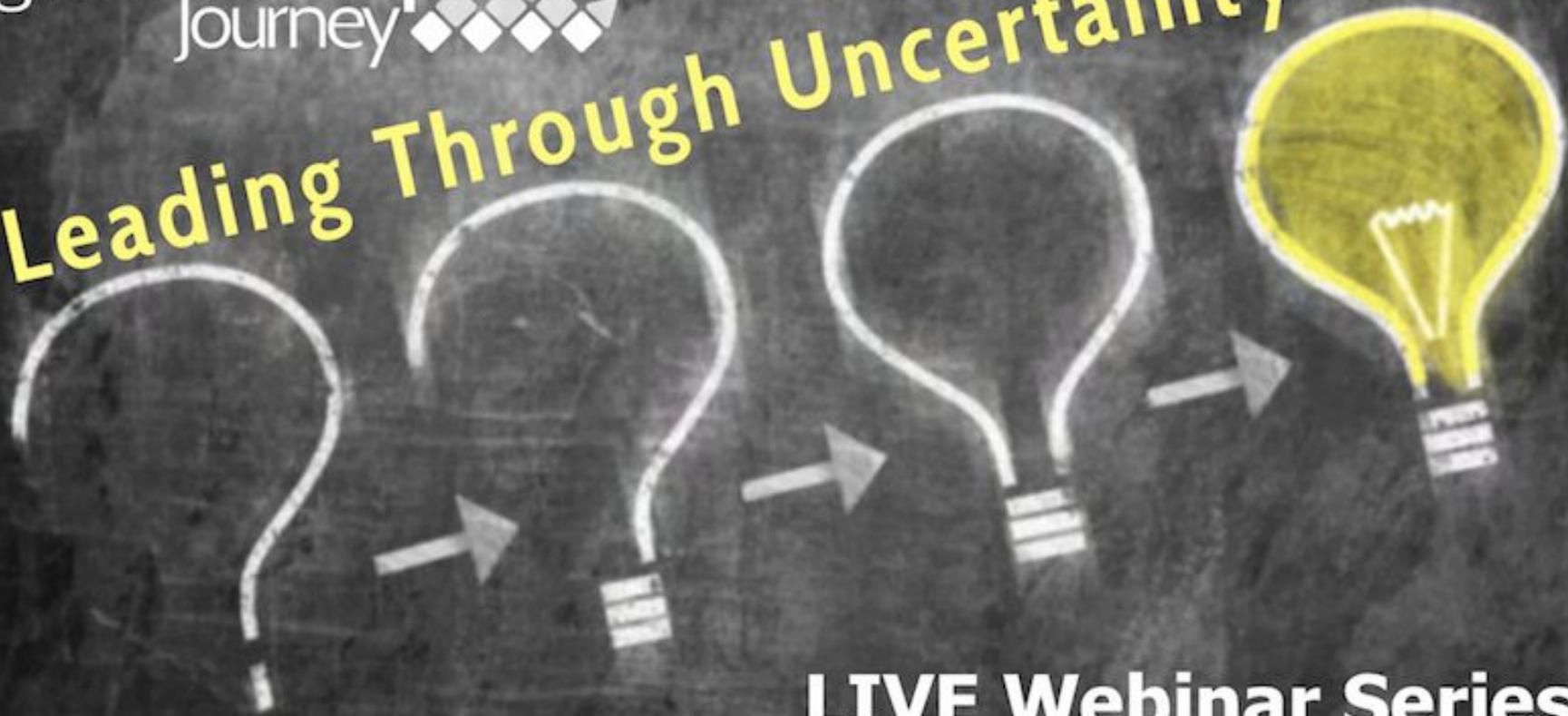


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# Leading Through Uncertainty



**LIVE Webinar Series**  
**For Leaders, By Leaders**

# Engaging Teams in an Uncertain and Virtual World

Leading Through Uncertainty Webinar Series

## Webinar Recording

- This webinar is being recorded
- The recording link will be available following the session

# Rachel Weston Rowell



- Denver based, Colorado native
- Executive team coach (agile coach since 2006)
- Expert facilitator, novice mask maker
- Improv is my hobby

## Background

The Agile Leadership Journey is a cooperative of globally respected education and coaching guides collaborating to improve leadership awareness and execution in highly complex, uncertain and rapidly changing industries.

- 26 coaches across the globe
- Check out [agileleadershipjourney.com](http://agileleadershipjourney.com) to learn more

## How to

- You are muted due to the number of attendees
- Post questions in Q&A
- We will share a recording after the webinar as well as answers to all questions



# Let's get started

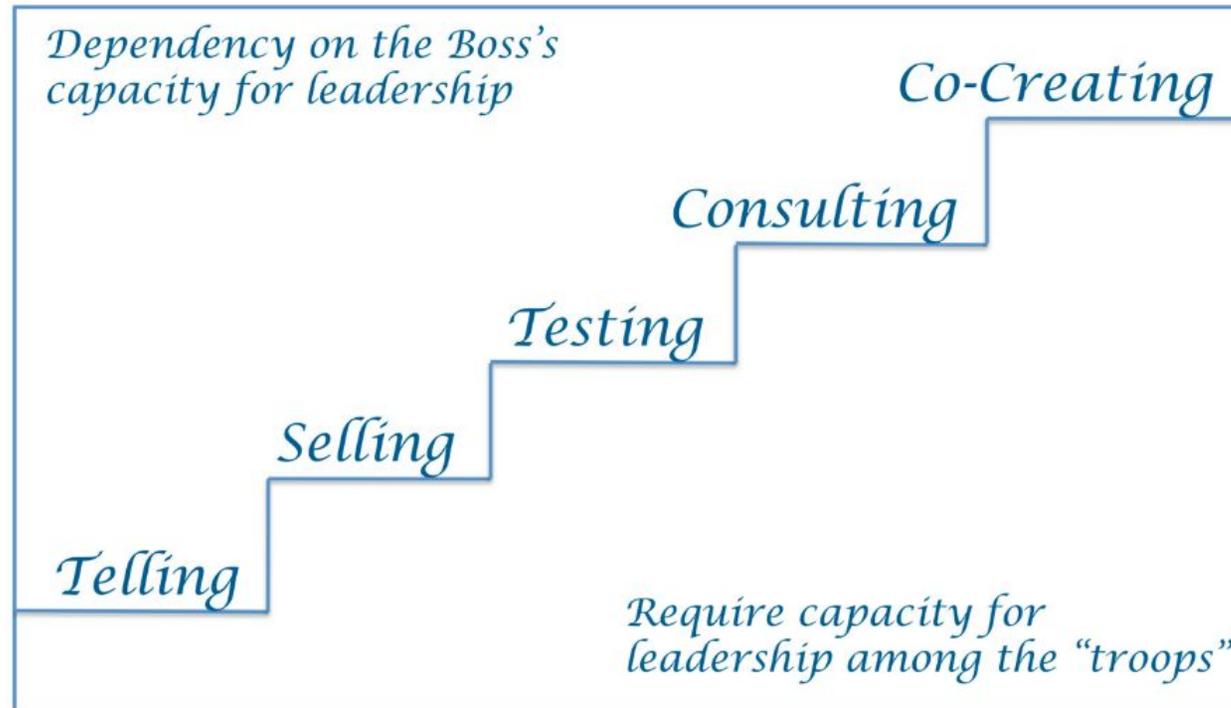
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# To meet, or not to meet?

“I think there needs to be a meeting to set an agenda for more meetings about meetings.”  
*-Jonah Goldberg*

↑  
Required capacity for direction setting and learning



Peter Senge, *The Fifth Discipline Fieldbook*

————— Degree of active involvement —————→

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# Know Your Mode

Telling = Presenting and Reporting

Selling = Comments and Questions

Testing = Extensive Discussion

Consulting = Convergence and Alignment

Co-creating = Ownership and Commitment

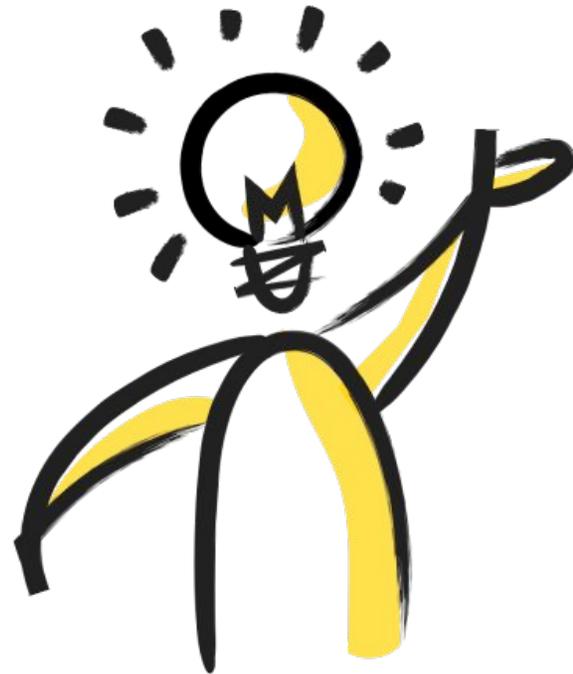
} COMMUNICATE

} COMMIT

} COLLABORATE

## Communicate

- Could this be an email or video or survey?
- Do we have an existing meeting we could use?
- How urgent is this information?



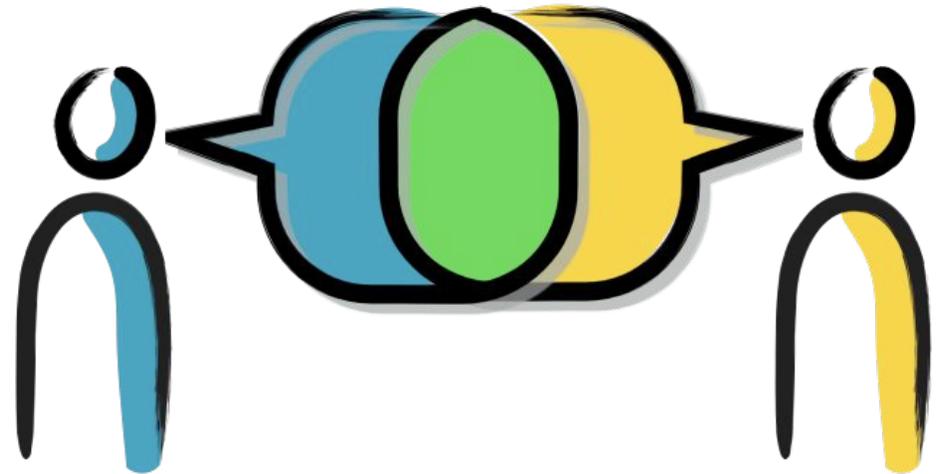
# Commit

- Can we send out the supporting materials as pre-read?
- Who do I need to make the decision?
- How much feedback am I open to and what will I do with it?



## Collaborate

- How can I make my “meeting” a true working session?
- Instead of scheduling status meetings to check and see if people are making progress each week, what if we schedule several hours to work together?



**Ok, we are meeting!**



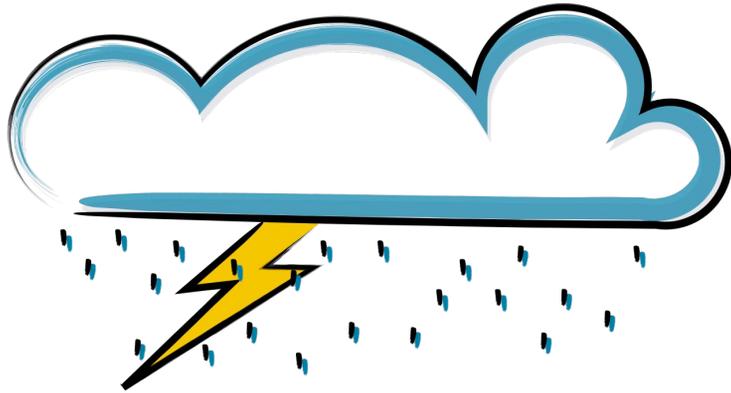




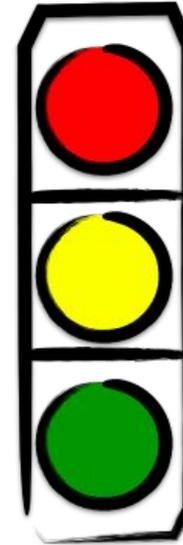
## Check-ins

- Get people talking
- Take care of each other
- Build connections

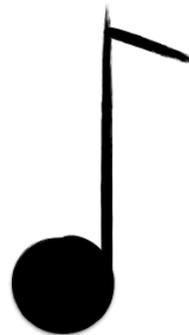




What's your weather?



Red, Yellow, Green



What's your song?

# Meeting, virtually

## Video conferencing

- Use video
- Dial-in option
- Call on people
- Backchannel



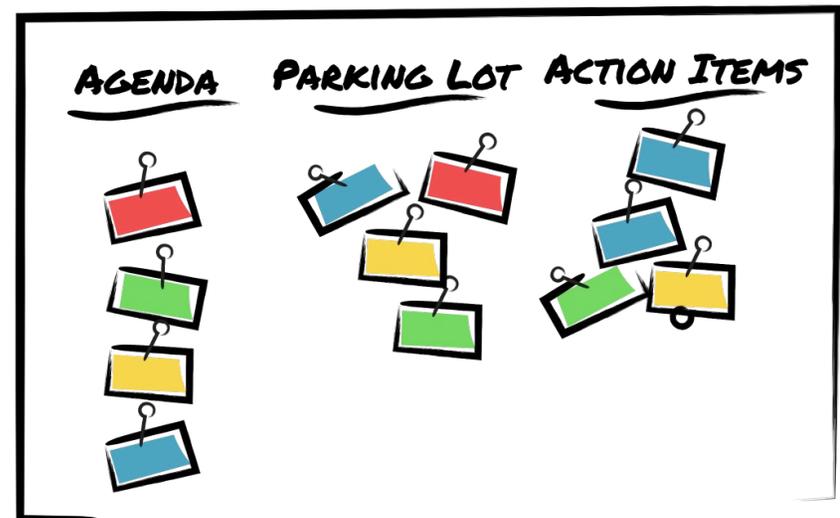
## And consider

- Being on video is not the same as being in a room
- Fishbowl effect
- Screen fatigue
- Change it up



# Virtual doesn't mean sloppy

- Don't skip the basics
  - ◆ Outcomes, agenda, parking lot, action items, working agreements
- Do a check-in
- Have a facilitator
- Confirm agenda with clients/customers



# Q&A

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## What's next?

AgileLeadershipJourney.com



- Webinar recording and answers to Q&A will be posted to website
- Come to the rest of the webinar series! Same day/time
  - ◆ April 30, Creating Clarity in the Fog of Uncertainty - Pete Behrens
  - ◆ May 7, Improving Value Focus Amidst Uncertainty - Randy Hale
  - ◆ May 14, Has COVID-19 Uncertainty Changed Your Leadership Style? - Karen Kemerling
  - ◆ May 21, Reinterpreting Uncertainty From Liability to Opportunity - Ross Hughes
- Learn more about Agile Leadership
  - ◆ We are leading Online Agile Leadership Awareness Workshops in May - visit our website to learn more