

# WHEN THE GOING GETS TOUGH, THE TOUGH GET **GROWING**

Dr. Rob Fazio



# Virtual Presentations and Skill Building Conversations to Equip us to Remain Productive and Positive as We Adapt to Increased Remote Work and the Covid-19 Crisis

We are in uncertain times that call for leadership. We need to keep our employees growing so our businesses can grow once again. The way companies and employees handle this crisis has large financial implications, now and when we get back to work. A 2017 report by Aon found that in the current digital age the impact of reputation events on stocks has doubled.

In the aftermath of a crisis how a company's management prepares, handles, and behaves can add 20% of value or lose 30% of value. According to the World Health Organization depression and anxiety have a significant economic impact. The approximate cost to the global economy is \$1 trillion lost in productivity annually. Given the perfect storm of predictors of anxiety during the Covid-19 crisis such as, lack of control, ambiguity, no clear path, and constant media coverage that number is likely to be larger.

We don't have a vaccine for Covid-19, but we do know the power of leadership and connecting people to one another during this time. There are initiatives within every businesses' control that will help decrease burnout, increase engagement, and build your companies sense of community.

## Focus

- Reach people where they are to decrease fatigue and burnout and increase enjoyment, engagement, and a sense of purpose
- Tailor sessions to the company's culture that will inspire colleagues to create positive experiences, to buffer the stress of the crisis, and maintain productivity
- Provide people with a sense of clarity, capability, and control in a time where we don't know what is next
- Build a strong mindset combined with a new skillset so people can focus on small wins for themselves and their teams

## Approach

Virtual presentations with a combination of content, capability building, and conversation

## Motivational Currency®: The Coins of Influence and Inclusion

### PARTICIPANTS WILL:

- Learn how to stay motivated during and after physical distancing
- Be able to leverage an approach that is not one size fits all and plays to people's strengths and drivers
- Appreciate a diverse range of motivators and appreciate what is important to others
- Break out of the motivation myths that hold you back
- Build their influence capital through learning a unique, time-tested approach to engaging and connecting with a diverse range of people and styles
- Learn the language of motivation: Performance, Power, People, and Purpose
- Master the art of Recognizing, Reading, and Leading motivators in yourself and others
- Discover how to invite people to be motivated from the inside out
- Learn how to build a Motivational Bank Account for themselves and others



Optional: If participants want tailored feedback on their motivation profile they can take the Motivational Currency Calculator.  
[Click here to learn more or take the assessment](#)

## Growth Conversations: How to be Present for One Another

### PARTICIPANTS WILL:

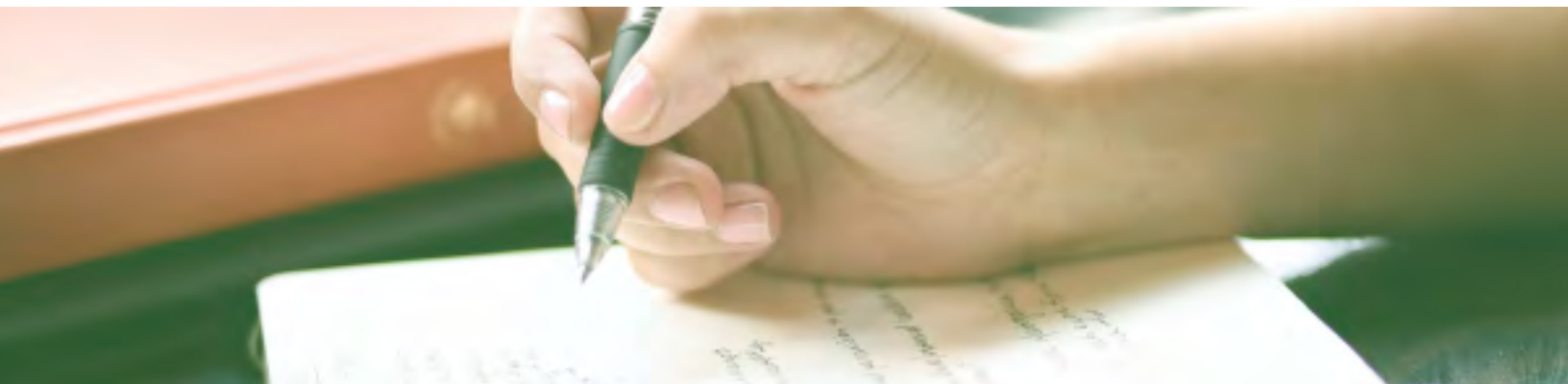
- Learn how to check in with people, uncover needs, and support one another
- Gain an understanding of the power of emotional intelligence in action that includes the ability to leverage insight to influence
- Be equipped to have conversations focused on bringing out the best in people during the worst of times
- Encourage a community approach to productivity and growth
- Leverage coaching skills to build capability
- Be provided with practical frameworks on effective conversations in tough times

# Getting Back to Work After the Covid-19 Crisis: Preparing Leaders to be Ahead of the Anxiety Curve to Prevent Burnout and Increase Motivation

## **PARTICIPANTS WILL:**

- Learn how a people first leadership approach can lead to a 20% increase in value (Aon)
- Be equipped to leverage a variety of leadership styles specific to tough transitions
- Find ways to decrease burnout risk and increase motivation
- Be equipped to communicate about how anxiety is a normal response to an abnormal time
- Be introduced to the OnPoint Reintegration Resources
  1. Create PreTraumatic Growth
  2. Anticipate Anxiety by Asking
  3. Lead with Growth
  4. Build Up Reintegration Resources
  5. Tap into Motivational Currency
  6. Create Reciprocity Rings
  7. Lead with Laughter

[Click here for a recent article by Dr. Fazio on the re-opening approach](#)





# Put Down Your Remote Control and Pick Up Your Remote Influence: Leading Virtual Teams With Intention

## PARTICIPANTS WILL:

- Realize the value of understanding people's home work situation
- Reevaluating remote strengths and opportunities
- Learn the most effective remote leadership styles
- Focus on results and value, not time spent and activity
- Be equipped to read cues on the team's individual and collective
- Create informal touch points to strengthen relationships
- Understand interpersonal interactions are even more critical and how to strengthen them
- Learn how to create new professional boundaries
- Be equipped to create a team charter for the new way of work
- Learn how to influence and inspire people remotely
- Shift from an accountability to an ownership mindset
- Gain confidence in their ability to lead in ambiguous times

[Click here for a recent article by Dr. Fazio on how to stand out as virtual leader.](#)



## Growth Leadership in Times of Crisis: Reach People Wherever They Are

### **PARTICIPANTS WILL:**

- Realize that you can still lead when you aren't sure what is next
- Be introduced to a people first crisis leadership approach that starts with the leader
- Learn what you do now impacts what you can do later
- Make sure that handling the crisis does not become "the crisis"
- Realize that the first decision may not be the best decision
- See how emotion impacts decisions
- Learn that anything you communicate externally, you need to communicate internally
- Focus on how to manage yourself before you manage the crisis
- Take action on Growth Leadership: See, Feel, Think, Act
- Gain communication strategies that have a positive impact during crisis



## Success through Strength and Performing under Pressure



### **PARTICIPANTS WILL:**

- Learn mental skills to adapt to remote work
- Prevent burnout and increase engagement
- Understand we now have a different definition of productivity
- Learn how to focus when fear is present
- Be exposed to how elite athletes leverage sport psychology to perform under pressure
- Be challenged to figure out why strength is the foundation of all success and growth
- Understand their strength style: weak, subtle, overt, or dominant
- Become aware of how you react to others and avoid falling into the trap of reacting with weakness or dominance
- Start the creation of their success story
- Be encouraged to bring others along in their success journey

# Leading with Laughter: How Humor Can Help Increase Engagement and Decrease Burnout

## PARTICIPANTS WILL:

- Learn how laughter leads to performance
- Realize that humor isn't a laughing matter when it comes to money
- Get an understanding of the research that connects to mitigating what's not fun about work such as burnout, turnover, and turmoil
- Be encouraged to take smart risks using humor
- Find ways to use humor even when you are not "funny"
- Laugh and learn

[Click here for a video on burnout prevention](#)

[Click here for Dr. Fazio's article on Leading with Laughter on \*\*Forbes.com\*\*](#)







Rob Fazio, PhD  
[OnPointAdvising.com](http://OnPointAdvising.com)

Dr. Fazio is a leadership and sport psychologist, executive advisor, author, crisis consultant and keynote speaker. He advises Fortune 500 companies internationally. He has worked with executives throughout organizations including C-Suite surgeons, athletes, and emerging leaders. Since experiencing a global crisis that directly impacted him, Dr. Fazio has leveraged passion for equipping people to lead during crises for over 20 years. During the Covid-19 crisis he is advising hospitals and front-line healthcare professionals. He has spoken to audiences in the toughest times including Hurricane Katrina, 9-11, the Virginia Tech shootings, and more. His work on navigating crisis has been featured in the NY Times, and on MSNBC, Fox News, CNN, NBC, and more. He is the founder of **Hold the Door** for Others that focuses on growth through adversity. He is known for connecting with his clients and tailoring approaches that challenge and equip them and propel them forward.

[Click here for additional resources and articles related to leadership and employee engagement during the Covid-19 crisis](#)