

Now is the time to uncover your

U N F A I R E D G E

...in leading through this crisis and beyond

...in understanding the 'dip' and the 'renewal' phases of the crisis

...in deploying the right set of leadership actions

...in emerging stronger than competition, faster



Introducing the **Crisis Leadership Forum** for organizations around Middle East. This forum is designed to help senior leadership and management teams gear up towards managing to the two big phases of the crisis – the ‘dip’ and the ‘renewal’.

Crisis Leadership Forum

The Challenge

Organizations around the world are facing the unenviable challenge of coping with the economic and financial crisis. The fact that this crisis is unprecedented means that there is no existing ‘map’ to navigate through and, indeed, out of it.



The Solution

Hewitt has designed an intensive Crisis Leadership Forum spread over one or two days.

The simple intent of this forum is to rapidly equip top managers and leaders to lead through the crisis and prepare for the inevitable renewal simultaneously.

At the forum, the leaders work together as a team to plan, learn, share, and review the state of readiness and progress of the organization.

Forum Contents

The Crisis Leadership Forum is made up of critical integrated modules. Our belief is there are 4 Critical Focus areas for leaders to work on as part of leading through and out of a crisis. The forum helps your leaders put emphasis on all 4 including:

- 1. The Right VIEW:** Building and articulating a collective view of the road ahead for the business
- 2. The Right AGENDA:** Crafting a specific set of short and long term actions to gain advantage from the crisis
- 3. The Right PEOPLE:** Ensuring that we retain and engage the people who will make us win in the future
- 4. The Right LEADERSHIP BEHAVIORS:** Being aware of and modelling the behaviors that will create the conditions and climate for future success

Crisis Leadership Forum:

Sample session flow and coverage

1 **Developing a common view of the crisis**

We help the leaders to develop a common view of the crisis – the extent of it, its impact on the organization, etc – right up front to ensure consistency in thinking, communication, and action.

2 **Resetting organization, team, and personal expectations**

We work with the leaders to take a strategic view of the business, and work through a process of resetting expectations at the organization, team, and personal level.

A structured dialogue and activity framework guides this process.

3 **Moving the organization to action**

In crisis situations, it is extra critical to move the entire organization and teams to action. In this session, we work with the leaders to articulate a coherent plan focusing on aligning revenue streams with capacity, communication, and enrolment at all levels within the organization.

4 **Collectively unearthing and managing the risks in the organization**

In good times, risks continue to accumulate in the overall business without much attention on them. Unearthing these risks and then managing them is vital in a crisis

situation. In this session, we work with the leaders to collectively identify hidden risks and articulate key plans to manage them.

5 **Retaining the muscle to win in the long term**

In crisis situations, the temptation to cut indiscriminately is very high. However, leadership teams need to resist this temptation and retain the muscle to win in the long term. In this session, we work with the leaders to identify critical innovation activities, key talent, and much-needed investments required in the longer term.

Hewitt Leadership Consulting

Hewitt helps leadership teams around the world to enhance their effectiveness in running their organizations. We partner to build and strengthen the discipline of building leaders via a range of customized programs:

1. 12-18 month integrated 'development cycles'
2. 'Leaders Of choice' programs
3. 100-day coaching programs
4. Top-team forums
5. 'Top Companies for Leaders' assessment and benchmarking

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