



Leadership and Change In Uncertain Times



A good leader
articulates a vision for
the future.



Leaders explain to the people
they work with
why change is necessary,
and – as much as they can –
what the future state will look like.



But with the current
uncertainty,
it is hard to have a
vision for the future.



You may have short-term plans,
such as stockpiling materials,
delaying anticipated expansions,
cutting small-scale costs.

But long-term?

Probably not, or at least not yet.



What do we say when we don't know the answers?



It's our job as leaders
to have the answers, after all.
Here are a few ideas for your
initial responses.



1. Be honest about the uncertainty.



You are learning about tariffs,
emerging economic policies,
federal contract cuts, and other
changes at the same time
your people are.

What is happening at the
macro level is not your fault.
Trust your people to know that.



2. Do not act
as if you have a plan.
Unless you actually do.



Acknowledge that during
transition and uncertainty,
you need time see what is
happening and what the effects
will be, to formulate a
useful long-term response.



3. Announce your plans only when you are ready to implement them.



You'll be doing a lot of planning in the background, and some of those plans will end up suspended or discarded.



Only share plans that you
intend to take action on
in the near future.



This gives you space
to change your responses
without creating more uncertainty
among the people
who rely on you.



Our company has also been
working through the
uncertainty, and developing
a plan to manage change.



Halcyon Northwest LLC

can help your people
be ready for change and
embrace it without fear.



Helping Organizations Prepare their People for the Future.

See what we're doing to
manage change.

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