

# 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.

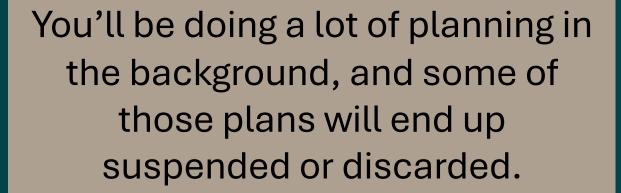


### 2. Do not actas if you have a plan.Unless you actually do.

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.





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.

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