

# CULTURE OF CARE IN THE MIDST OF CHAOS

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## 7 Strategies When Work and Your World is Turned Upside Down

### 1 REMEMBER WHY

As Simon Sinek says, "Start with why." Go back to your company's values. Every company has them, and this is the time to live them out loud. If your organization values transparency, ensure you are giving frequent updates. If you say you value people, show that with small moments of care.

### 2 ALLOW FLEXIBILITY

Your team may find they need to work from home, or intentionally meet in person depending on the work at hand. Allow for this flexibility so the team can continue to function as smoothly as possible.

### 3 REMOVE LIMITS

Remove all limits on sick days, encouraging your organization to prioritize health. Pay your employees their regular salary or hourly rate even if their hours are reduced or they work remotely.

### 4 PRIORITIZE SUPPORT

Create new avenues specifically designed for employees to flag hardships they may be experiencing or as a means to share ideas or best practices. Truett Cathy, the founder of Chick-fil-A, once said, "How do you know someone needs encouragement?" The answer: "They're breathing." Let's all continue to encourage and support one another each day.

### 5 CREATE SHARED SPACES

Tactically, working remotely is a different animal all together. While it seems counterintuitive, the best way to stay focused is by being together. Virtually, this means morning and afternoon check-ins that can happen over Zoom, Google Hangout, GoToMeeting, or Slack. Community and connection creates accountability and support.

### 6 OUTLINES + OUTLOOKS

Work must go on. Post an outline each week of goals, tasks, and key decision makers to keep the momentum moving forward. A solid game plan with clear expectations drives performance from a cubicle or a couch! It is also your job to help create an inspired outlook. At the human level this is something we all know and all need. Remember people are people, so don't be afraid to be uplifting during this season of turbulence and chaos.

### 7 KEEP CALM, AND CARRY ON

Follow these wise words from the famous WWII poster. COVID-19 is contagious, and so is calm. We will get through this, together.

**ADD0** is a leadership consultancy based in Atlanta, GA and is #1 on the 2019 Best Places to Work list in Atlanta.

ADD0 builds leadership programs, products, and experiences that inspire and equip individuals, teams, and organizations to lead well in society.

The logo for ADD0, featuring the letters 'A', 'D', 'D', and '0' in a bold, white, sans-serif font. The '0' is a thick, rounded shape.

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