



March 17, 2020

TO: Texas A&M AgriLife Heads
SUBJECT: Free Resources to Help Manage Change

We are sharing resources offered by The Arbinger Institute to support you, as unit heads. These resources are free, registration provides you the opportunity to participate in any of these events and/or receive a recording after the webinar.

The Arbinger Institute has led several workshops for Texas A&M AgriLife's Advanced Leadership Program with favorable reviews.

Please take a few moments to review these workshop titles and descriptions to determine if any of these would be of value to you or supervisory staff in your unit.

Managing Rapid Change in Crisis **An Open Webinar Series**

Considering the recent concerns associated with COVID-19, we have been actively identifying how best to address these challenges and help our partners mitigate the fast-moving changes and their consequences.

This global crisis, while difficult, incites an urgent call to action in our teams and ourselves. Will we turn inward, focusing only on our challenges and needs, or will we choose to lead our teams and companies with an outward mindset?

To help individuals and organizations address the most pressing challenges they may be facing, we will be holding a series of open enrollment webinars over the coming weeks providing mindset frameworks and applicable tools to help approach and positively resolve our current situations.

Below are the topics and brief descriptions for each webinar:

Wednesday, March 18: Humanize Communication

Description: As organizations implement a remote work policy during a time of crisis, micro- and macro-silos threaten workplace culture. Individuals suddenly working from home might feel disconnected and disengaged while teams and departments similarly struggle to collaborate and align laterally. In this session, we will discuss how to humanize communication and sustain personal interaction even while working remotely.



Thursday, March 19: Don't Hold People Accountable--Develop Accountable People

Description: With the onset of organization-wide remote work, employees can lose focus of strategic goals as they compulsively respond to emails to appear present and engaged while managers struggle to assess productivity due to new limitations on transparency. What's clear is that everyone needs an accountability model that maximizes both strategic results and trust. In this session, we offer a new perspective on how to foster a culture of self-accountability in any workplace.

Friday, March 20: Strategic Flexibility in a Crisis

Description: Making difficult decisions can be stressful, particularly for leaders striving to hold up a company while seeing the humanity in their employees or reports during critical time periods. Gaining clarity on what steps to take and at what cadence becomes paramount to sustaining organizational success. In this session, we will be providing insights into how to create strategic initiatives that can rapidly respond to changes and provide clarity to decision-makers.

Tuesday, March 24: Sustaining Engagement During a Time of Anxiety

Description: During a time of crisis, employees face additional challenges and concerns that can, in turn, heighten anxiety and fear. As a manager, how do you deescalate growing tension and help employees stay engaged...all while working remotely? This session will provide a mindset model and applicable tools to overcome these challenges.

Wednesday, March 25: Doing More With Less: Balancing an Increased Workload

Description: A crisis can introduce a host of challenges that leads to more work for just about everyone. How do you shoulder a greater workload when you already had a full-time set of responsibilities...and how do you help your employees do the same? In this session, we will offer ways to help you and your team increase their capacity while maintaining high morale.

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Each webinar is scheduled at 1pm ET/10am PT. Even if you can't attend live, register to receive a recording of the webinar after the broadcast.

We welcome those who would be interested in attending these webinars to come with questions and concerns that we can address as we unite in the common goal of shifting to an outward mindset in uncertain times.

Please share this invitation with anyone who would find it helpful as we continue to focus our efforts on turning the world outward. Thank you for your example of leading and serving others with an outward mindset. We look forward to speaking with you soon!

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