Rethinking Leadership – COVID-19
Unlearn the learn and relearn

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Abstract

Today i.e., during the crisis of lockdown and corona pandemic situation, it's a boon to be alive, to be immune. The thought process in the present **COVID-19** situation has made everyone to unlearn the learn, everything has become a history , no organization can claim and benefit with the old norms which were once versatile and robust. Today it's all well being, and being agile is the present norm of life, it's a driving force which makes sustain or perish. The real leadership is to sustain adopt change constantly and be the champion of change and inspire the fellow team to embrace the change. This paper conceptually discuss the leadership role which is the most sought after to bring a resilience among the team with empathy and boldness as its not a panic reaction but a permanent agility with consistency.

Keywords: COVID-19, employees, organization, leadership, sustain, change

Introduction

Corona pandemic has reinstated that well being is the most paramount aspect that anything, it is no more a though of financial benefits profits of stock or about share market trends, its about being alive and well being is the mantra of COVID-19. Just as things were starting to fall into place, COVID-19 struck and started disrupting human routine, lifestyle, businesses and the global economy.

The entire economic collision of the epidemic will surpass maneuver for the coming years. Yet, in so much of chaos, one aspect that stood out was the ability of HR functions across the globe to hold all ends together and fix gaps quickly to ensure continuity of their businesses. To sustain in the present situation the leadership training will help in building constant reliable stream for the managers to adapt to the situation.

Many employers always search for the external candidates for their employing especially for leadership roles but the reality is that the best come from within the organization and are developed and well groomed as per the requirement of the future and for any situation, employees who have been recognized for their potential and, all the way through organizational venture, are trained to step into leadership roles. generating an internal leadership development activity is the finest conduct to build a constant, steadfast brook of leaders from within the organization.

This talented individuals who have the advantage of already thoughtfulness about the organization's culture and procedures, who have already proven in their organization as sturdy team members. Setting up such team development activities may appear resource-intensive. Leadership development activities eventually grow into a better one with a out-and-out staff and budget,

#1: Generate Communication Pathways

Strong communication paths are means to successful leadership development activities. It is essential and mandatory to incessantly communicate to employees what they can accomplish to cultivate within the organization. What are the competencies necessary in future leaders? What are the roles the organization desires to fill? What are the learning chances or activities they can take up. Additionally, opening the door for ongoing conversations about an individual's long-term plans for their career helps foster a culture of growth.

These conversations are important for employees at all levels and at all tips in their tenure with the organization–a newly hired, entry-level employee can benefit from them just as much as a senior employee on a management track. It's the employer's responsibility to work with employees to help them think about what their careers might look like five years down the line and help them build the expertise needed to get there.

#2: Build a Learning Environment

It's important to consider how to implement leadership development activities. in person, online, and online hybrid learning are all important modalities, and there is not one "right way" of executing this. It's about balancing options and generating a learning environment that convene employee needs. Virtual learning offers some unique benefits, particularly in large organizations, as it consents for further communication transversely both sites and workplaces.

This can result in improved communication right through the organization and larger employee associations that can facilitate coaching and mentoring. Professional progress via online modality as well current employees the opportunity to instantly apply what at present they are learning to their own work, in "real time" to communicate and to employ their new knowledge to assist other members of their teams to learn and grow.

#3: Foster Opportunities for Coaching and Mentorship

There are key differences between coaching and mentorship, but the success of a leadership development program depends on both being encouraged and actively promoted within an organization. Mentors are often in different areas of the organization, higher up in the organizational hierarchy, and able to guide mentees through their careers.

They serve as a resource for brainstorming ideas, sharing personal experiences, and identifying opportunities for development. Coaches, on the other hand, regularly work one-on-one with employees to set goals, identify plans for development and growth, and achieve career goals. Systems for coaching and mentorship can be formal or informal, but either way, an organization needs to support their existence and create opportunities for both to take place.

#4: Allow for Mistakes

As employees proceed through a leadership development program, it's important to give them opportunities to put their knowledge and skills into practice. One way to do this is to identify or create low-stakes problems to solve independently. For this to be successful, coaches should push employees to think outside the box and give them permission to take risks and make mistakes.

Coaching employees through these complex challenges while allowing for safe mistakes is an excellent way to help employees learn in a real-world format and will help build better leaders who know they are encouraged to think creatively and bring new ideas to the Start from a Place of Strength When developing leaders, it's important to remember the principles of positive organizational development and appreciative inquiry—methods that start from a place of positivity during training and development.

Rather than pointing on what an employee needs to improve, highlight the employee's strengths, re analyzing areas of flaws as opportunities for growth rather than concerns that

required to be addressed.   Providing continuing support for how human resources can significantly build skills in areas where they might necessitate added education or guidance and consent to for open conversation around how those areas may well be reinforced, gives employees the self-reliance they need to be converted into strong leaders and contribute to a culture of constructive growth.   Through this, smaller-scale activities can be implemented quickly and cost-effectively, with the goal of rising greater than time.

Organizations that are starting out should recognize the importance of finding the right partner (like a college that specializes in this type of work) to build capacity and increase the organizational leadership development bench. Institutions like Champlain College Online can help them to find competent ways to gallows and develop their accessible progressive initiatives: such as creating some customizable leadership and management learning solutions attributing stackable knowledgeable options, intended to affordably fill skills gaps within their workforces and focus on the key areas that matter most given their unique culture and business objectives.

Although it may take some preliminary effort to quick-start an organization's internal leadership development work, it is a serious investment for organizations of all sizes. The organizations that take the time to produce these activities–whether it's done internally, or with a partner–will realize the benefits of taming talent from inside.

Deal with the change

1. Physical health and wellbeing
2. Remote work
3. Concern related to jobs and work stability
4. An urgent need for mental health, resilience, family support, and dealing with uncertainty.

In fact, the present VUCA situation during covid-19, HR organizations must expand the support they provide to employees –

Mental Health Will Come to the Fore
Constantly staying at home will take its toll on mental health. With a potential increase in mental health issues, there is an increasing appreciation for its importance and how organizations can provide solutions, employment benefits and programming to help employees.

Employees will be more comfortable with latest technology
acquiring the knowhow and know what to use the latest system, communication software or a tool can get challenging, and it worsens when one can't get immediate support in person. But this lockdown will teach to outline a technique to deal with these challenges and I'm confident that most of the employees will expand their comfort, capability and confidence with all-things tech

Relationship With Teammates Will Improve
Most of us are probably missing our offices for one reason – in-person interactions with our work buddies. But now our virtual conversations include repartee about family life, culinary skills, home workouts, the fun antics of kids and more.

In the present situation peer group will understand how they organize their personal life; from cooking to teaching kids. They will have a revitalized level of admiration for the importance family and friends have for happiness and in life. Such instances continue to have such conversations, connect more virtually for work, and get through the pandemic situation together, they will have new levels of connection with their colleagues.

Diversity will be perceived in brightness

The jobs that they might have considered insignificant at some point have become the most important during this pandemic.

Soon, companies will realize that including different perspectives and having people with different capabilities will contribute a great deal to the organization. Hence they will observe an improved perception of how people can obtain their best to work—through inclusive design, new policies and practices, and new approaches to teamwork that support different ways of working.

Work Will Become More Flexible:

Companies have to put greater technology systems and sustain in place to make possible portable working. Teams are shaping out how to collaborate at a distance and leaders are enhancing their ability to handle based on results and objectives rather than the present situation.

Workspace will acquire tidy,

Fumigation, social distancing, disinfecting, pest control, hand sanitizers clean surfaces etc. will become more significant. Organizations will go the additional mile and believe better cleaning techniques, more distancing and improved choices for employees across a campus creating places for focal point, teamwork, learning, socializing, and relief.

Conclusions

1. Organizations will also consider enhancing their workspace by installing things employees loved about being home. Things like contented places to refresh between the conferences or personalized desks will be treated as a new way to enhance the associate experience more than anything else.
2. Leaders need to recognize the threat and the potential crisis it can cause. This pandemic situation stress upon the embracing supple approach based on genuine information and the evaluation of the circumstances the company or team is presently at hand
3. Collaborative work environment is most sought after
4. Leader must create an environment of transforming while performing and
5. It is also suggested that meditation and YOGA are the essentials to make as part of life to be resilient and emotionally intelligent.

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