

A Time for Reflection

One of the greatest reported benefits of coaching is that it provides space to reflect, opportunities to review how we do things, to identify our patterns or habits, and to start to assess what worked and why.

Reflection helps us to recognise that we tend to do things the same way, expecting a different result. If we want a different outcome, we need to critically evaluate what we are doing and find a different way to do it: when overcoming challenges, we have to be prepared to recognise our part in the equation. If we change, everything else starts to change.

During the management of Covid19 we have coped with change on a scale like never before.

- Most people have demonstrated incredible resilience and adaptability.
- We have redefined the concept of the workspace and the working day
- We have mastered (albeit at different levels) the technology of digital communication
- We have learned new ways of organising offices and centres to provide for social distancing
- We have analysed and reduced risk in situations that required face to face contact

Now all of us are considering the pathways 'back' to 'normal' working. Perhaps it is time to reframe our thinking and plan for moving forward. There can be no going back. Life as we know it will never be the same again. Our entire philosophy has changed. We have a new respect for the simple things in life. We understand the value of family and friends. We will forever be more attentive to health and safety and respecting the boundaries that keep everyone safe. We have identified the situations that need to be handled in person, the meetings and conferences for which people need to be in the same room and we are concerned about handling the backlog. We know that while many are looking forward to working with colleagues in offices and centres, others are anxious about the prospect.

So, let's take time now to reflect on what's important to us as individuals and to all the staff that we lead. What have we learned about ourselves during this period? Where did we succeed? Where have we been most challenged? What do we have to do to get stronger? How can we educate our emotions as well as our intellect?

Creating opportunity for everyone to reflect during telephone and video team meetings allows us to listen to understand, to help staff come up with their own solutions and, for those who have been 'in the field' during Covid, to share their experiences and support their more home-based colleagues. Take time to reflect on the learning that we will bring forward with us – how can we continue to save travelling time with conference calls? which reviews can be done remotely? how can we mix online with face to face training opportunities? How do we support individual circumstances?

Life will never be the same – take time to reflect on how we can work together to embrace the changes and make it even better!