



Practical Tips for *Imperfect Times*

ALUMNI LIVE SESSION #1 | 25TH MARCH | 11.15 AM



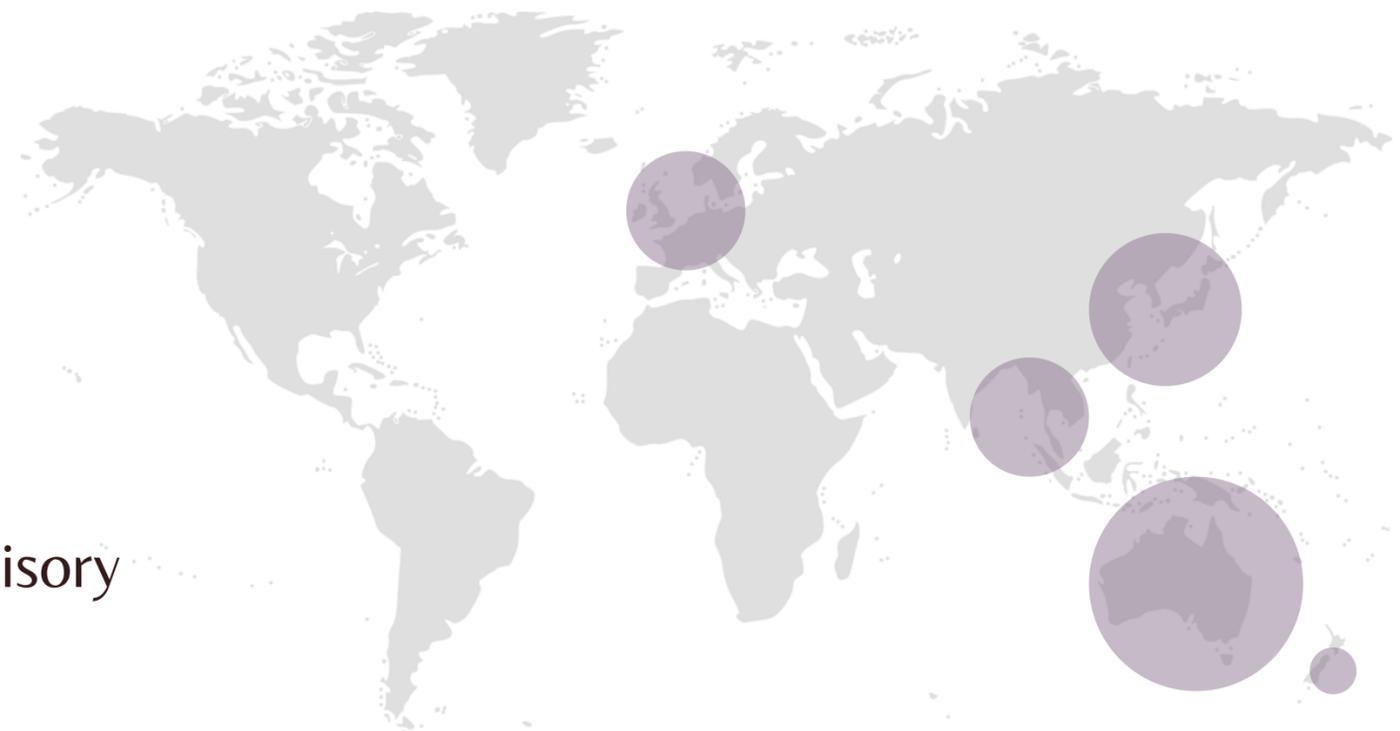
The Dream Collective is a global diversity & inclusion consultancy, working with organisations to help them attract, retain & advance top talent, with a niche focus on emerging female leaders.

Since launching in 2012, TDC has equipped thousands of emerging female leaders globally through our flagship Emerging Leaders Programs that are run across Australia, Japan, Singapore & China.

The alumni you'll hear from in these webinars are a small selection of our global collective and we'll be providing a sample of the great insights that come from each session.

Our impact

- Empowered +5,000 emerging female leaders
- Established an online network of +12,000
- Provided +2,000 hours of leadership development & strategic advisory
- Established an elite network of +700 business leaders globally

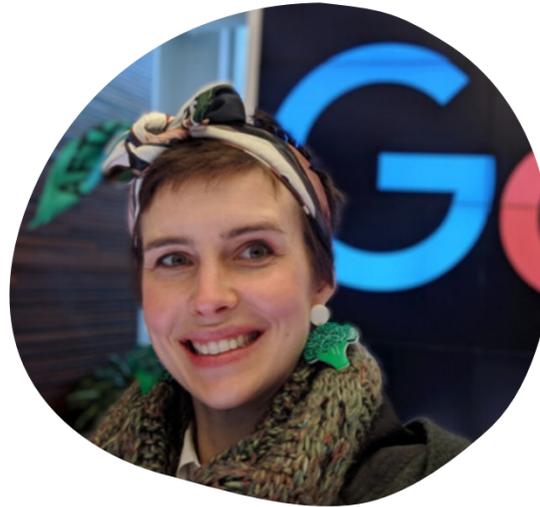


*With thanks to
our moderator & co-hosts*



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2019 Melbourne Alumni
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2018 Sydney Alumni
Sinead Connolly
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Lotus People



2019 Sydney Alumni
Lynn Johnson, Sr Mgr
Process Engineering
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Mel-Kate McCabe
Group Sales Manager
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Q1. How can leaders provide certainty while maintaining productivity & accountability?

"I would encourage leaders to lean into their vulnerable side & have open conversations with team members."

- Lynn Johnson, CHEP

Takeaway 1

Hold regular one-on-ones with individual team members to check-in on how they are doing - from both a psychological & emotional perspective - review priorities, project updates & any additional support needed. It's crucial to be flexible to the changing needs of each team member to be able to best support them & to lead with empathy & compassion for what they might have going on in their life.

Takeaway 2

Maintain open & frequent communication, while adjusting expectations accordingly. Leaders need to be mindful that the definition of being productive in the office is going to be different to what is at home. If managers & broader teams own that and their own workload, accountability should take care of itself.

Q2. Tools you've found most valuable whilst managing remote teams?

"I think it's really nice to see we're originating & going back to a phone call, as simple as calling up a client to see how they are, or ringing your team in the morning."
- Mel-Kate McCabe, HOYTS Group

Takeaway 1

Microsoft Teams is a great tool for collaboration across remote teams. It enables projects to be set up and tasks to be assigned, while storing relevant files and has capacity for holding virtual meetings. Quicker check-ins or meetings can also be held through Google Hangouts, Zoom or Skype for Business.

Takeaway 2

Workplace by Facebook enables teams to stay connected to a large number of employees around the world & have a centralised point of contact to deliver company updates. It also provides the opportunity to speak directly to someone in another location & has capability to host conference calls.

Q3. Your advice to other emerging leaders right now

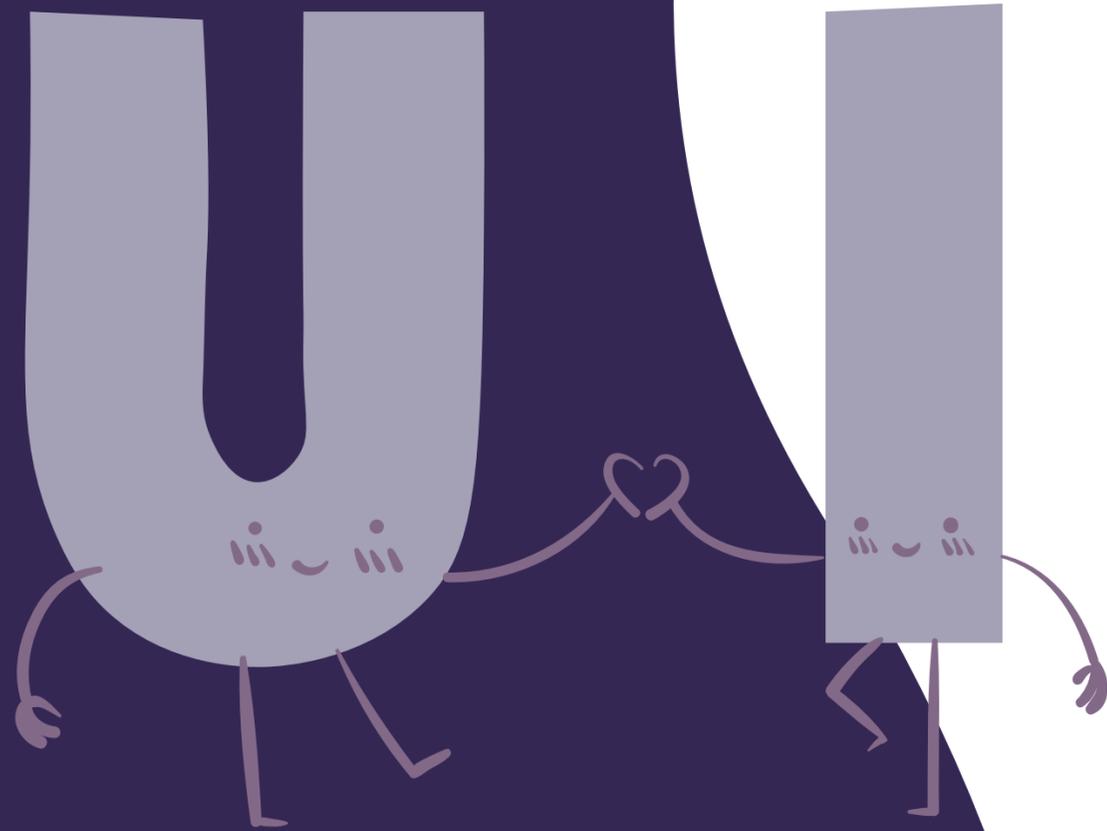
"At 3 o'clock every day, we all jump on Zoom & do a one-minute dance-up; we put on a song really loudly and jump around the place & that gives us a bit of energy for the afternoon."
- Sinead Connolly, Lotus People

Takeaway 1

Leaders need to embody trust & empathy. Trust is built by meeting the needs & expectations of your audience. Blanket approaches to solving team challenges, business challenges & client challenges are likely to be ineffective in this climate. Check in on team members one-on-one to build trust. Then, reiterate & do this back to clients as well.

Takeaway 2

Leaders need to be innovative in how they support their teams, each other & clients at this time. It is essential to pivot & look at things from a different angle. This crisis presents opportunities to think outside the box in order to reach new & enhanced outcomes.



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