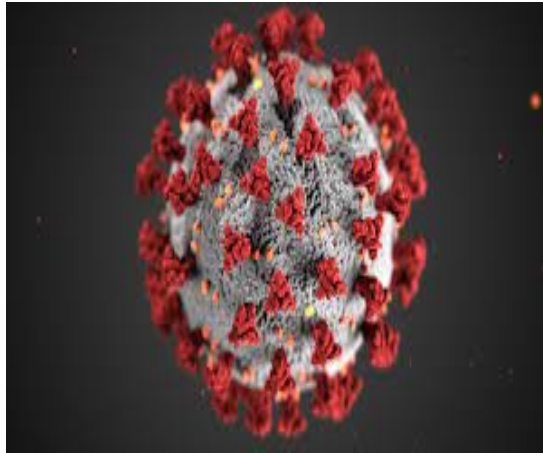




Effective Leadership to thrive in the "New Normal"

Bhavesh Patkar
Senior Director, Parexel FSP

The Year 2020



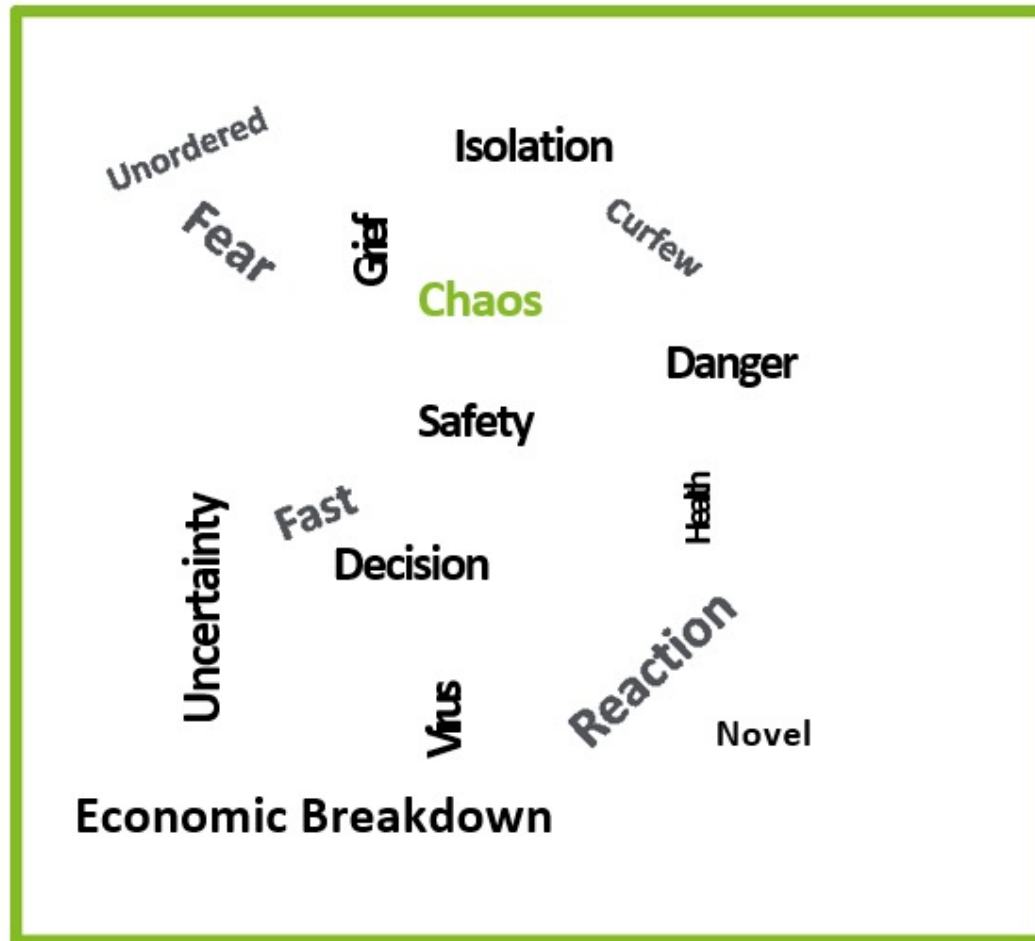
Phases of the crisis

Respond

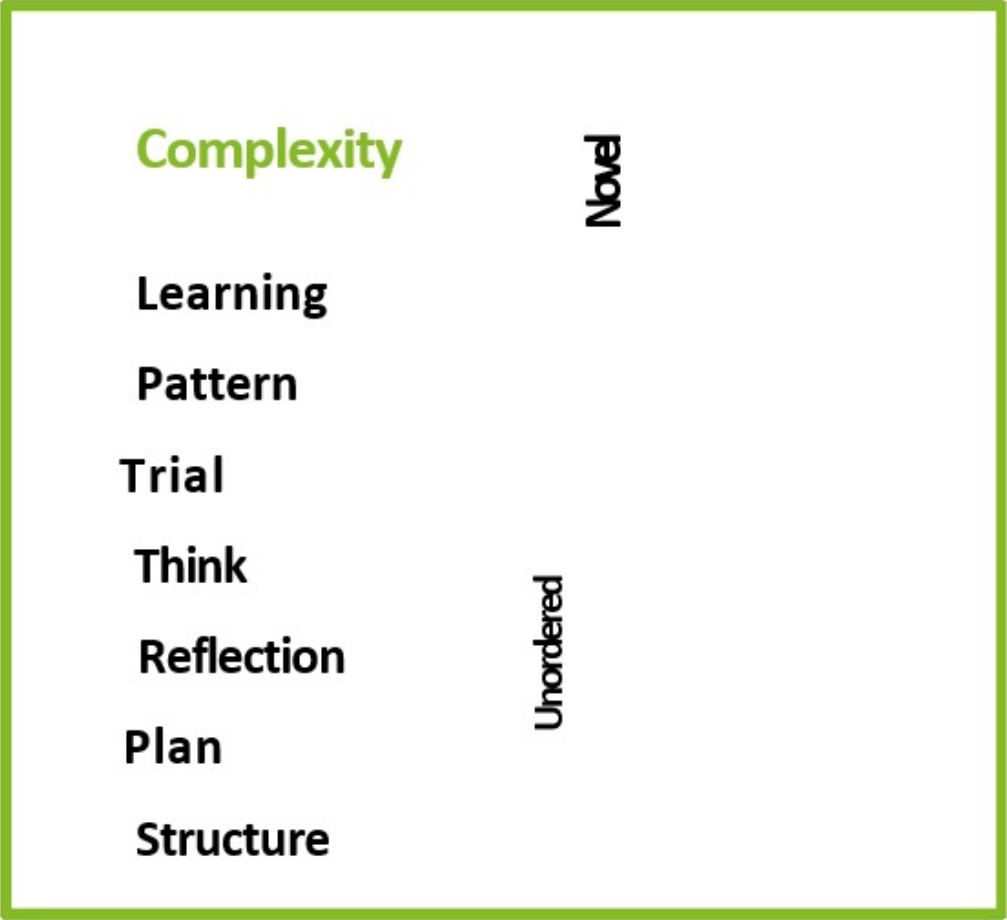
Recover

Thrive

Respond

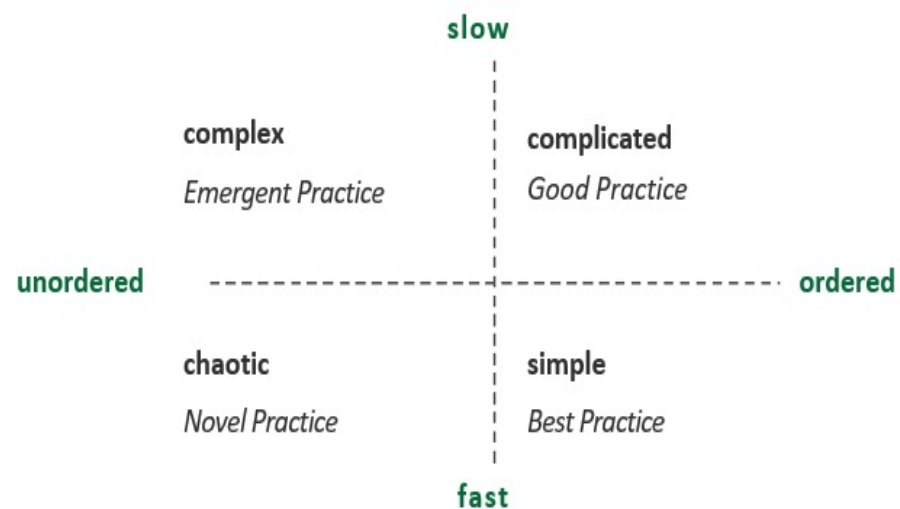


Recover



Thrive

Complexity Matrix (see D. Snowden & M. Boone, 2007)



Remote Leadership

- › Setting up the “new” office
- › Availability and approachability
- › Positive Perspective
- › Work Life Balance
- › People remain priority

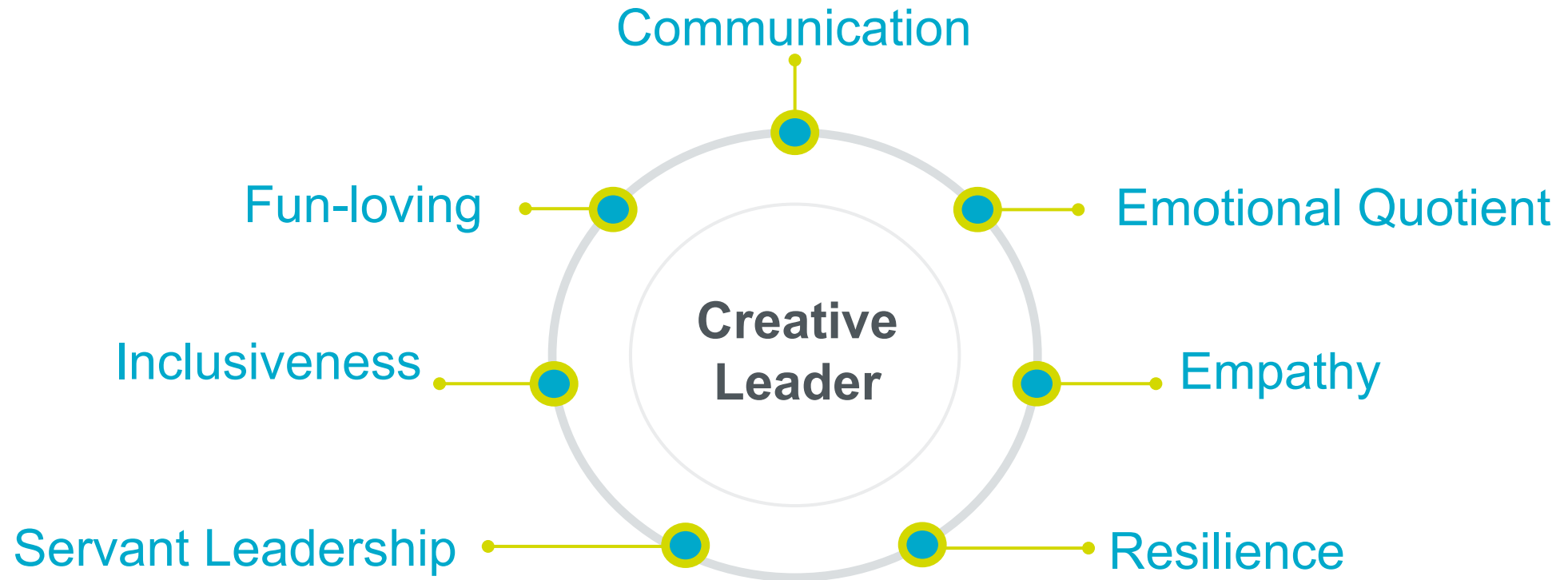


New Normal Leadership

- › Joining Hearts and Minds together
- › Employee experience → Employee Life Experience
- › Flex location → Flex time
- › Learning by Trying → Learning by Sharing
- › Virtual Community
- › Rewards and Recognition



New Normal Leadership Behaviors



New Normal Leaders

Coaching
Circle



Conclusion



For any further queries please feel free to reach out to the presenter at Bhavesht.patkar@parexel.com



Thank you

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