



## On-Demand Leadership Support Case Studies

### Leadership Development – Commercial Organization – Neuroscience, R&D Data Sciences Institute – Global Team, R&D Neuroscience Community

**The Challenge:** Faced with large scale disruption and change, these groups reached out for support for their local/global teams to assist in rapidly reprioritizing workload while adjusting to working remotely and other lifestyle changes associated with the COVID-19 pandemic.

**The Solution:** TLD Group selected specific faculty aligned to the need to designed and delivered customized support. Leadership development sessions focused on understanding/responding to stress patterns, leading through crisis, the intersection of staying balanced and engaged in the face of crisis, rapid re-prioritization and change, and building an effective virtual work process. Coaching was then offered in both group and individual sessions to allow teams / individual leaders to grapple with the content of the learning sessions in the context of their own team and individual experiences.

### Coaching – R&D Leaders

**The Challenge:** Leading a team through unprecedented crisis and change, all while adjusting to the collision of home and work worlds, created feelings of overwhelm at a time when her leadership performance was critical.

**The Solution:** The client enlisted the help of a tenured TLD Group executive coach who specializes in building resiliency and agility under stress. Through on-demand coaching sessions, the client was able to reflect on experiences and lessons learned, gain valuable insights and practical applications, and remain more centered and balanced in the face of challenge.

### Team Development – Global HR for R&D

**The Challenge:** Under the intense pressure to perform during the COVID-19 pandemic, the HR team members self-reported suffering from extreme burnout, stress, insomnia, and/or general overwhelm. The organizational members that HR supported needed immediate responses on new policies related to remote working, juggling unexpected childcare and schooling responsibilities, and lack of access to daycare, elder care facilities, and summer camps. This in turn led to the HR team working 12-hour days with back-to-back WebEx meetings as a new norm. HR team members reported neglecting physical and mental health required to keep up with the workload.

**The Solution:** A series of team development sessions were facilitated by a TLD Group coach to provide a rapid set of tools and practices to assist the HR team members with managing stress and burnout. Sessions provided space for each team member to examine and reflect on dissonance between their expectations of themselves and their new radically shifted reality. Discussion questions included: 1) How have your expectations of yourself as a working person changed since COVID-19 broke out? 2) How have your day-to-day circumstances changed? 3) What self-care or wellness practices have you tried in the last year, and which are you still doing through the COVID-19 lockdown period?