

Welcome! Thanks for joining us today.

The EAP **Leading Teams and Supporting Employees Through COVID-19** session will begin soon.

While you are waiting, please type any questions you would like us to answer today in the Question or Chat Box for the presenters.

LEADING TEAMS AND SUPPORTING EMPLOYEES THROUGH COVID-19



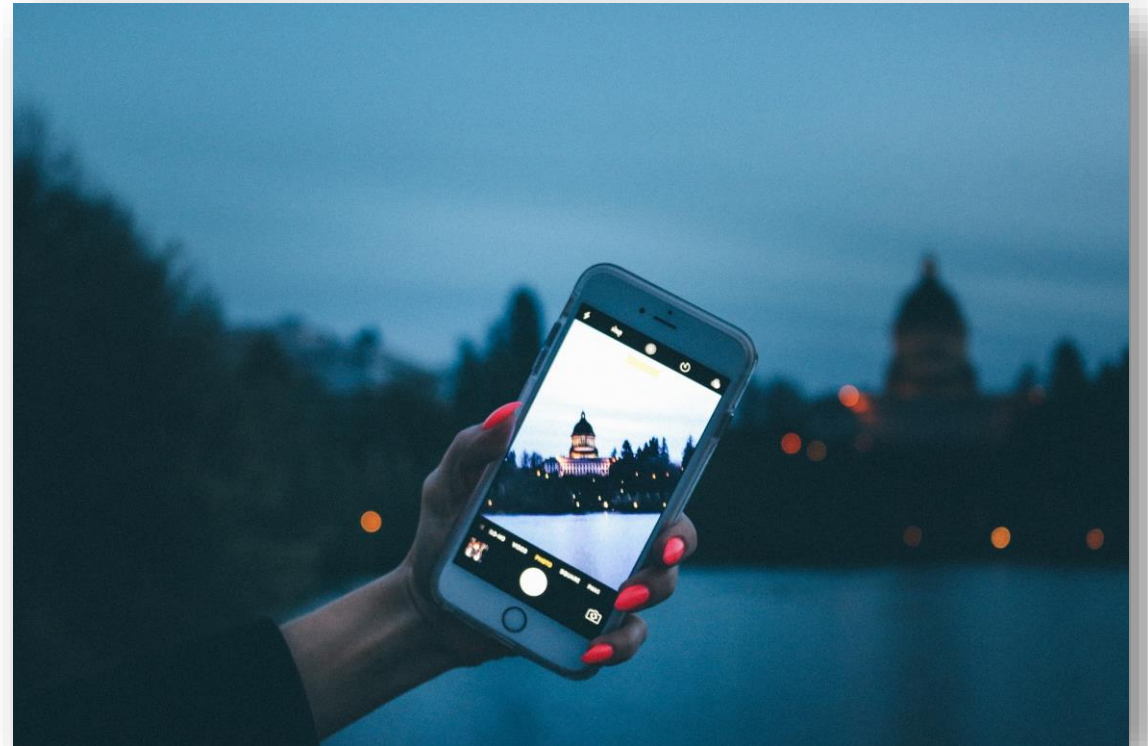
WASHINGTON STATE

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Kari Uhlman, LMHC



Confirm Goals & Priorities

- What are the essential and/or pressing priorities
- Provide clear guidance
- Clarify who is responsible for what
- Identify who can help accomplish tasks



Establish New Ways of Working

- Normalize new work environments & new ways of working
- Talk about talking
- Take stock



Engage in Times of Uncertainty

- Look for the “silver lining”
- Maintain a sense of calm
- Emphasize personal interactions
- Keep everyone in mind



Engage in Times of Uncertainty

- Ask emotion-based questions in 1:1's
- Maintain and amplify team rituals
- Co-create a communication plan



Lead with Empathy

- Listen to your team
- Get to know your team
- Be available
- Care for remote employees
- Be visible
- Set an example



Mental Health



Family Dynamics

- Working from home
- Couples
- Children
- Loved ones



Self-Care

Make a list of 10 activities that generate excitement and enhance your ability to unplug and relax



EAP is here to support you

- Free for you and your family
- Confidential
- Easy to access
- Expert professionals
- Practical help
- From everyday concerns to serious issues
- Caring and respectful
- Culturally relevant
- Supporting the WHOLE person



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Resources

- Forbes – [Top 15 Tips to Effectively Manage Remote Employees](#)
- Harvard Business Review – [Getting Virtual Teams Right](#)
- Harvard Business Review – [How to Manage Remote Direct Reports](#)
- National Domestic Violence Hotline- [Staying safe during COVID-19](#)
- Stanford University – [Manager Guide: Managing and engaging your employees during COVID-19 workplace disruptions](#)