

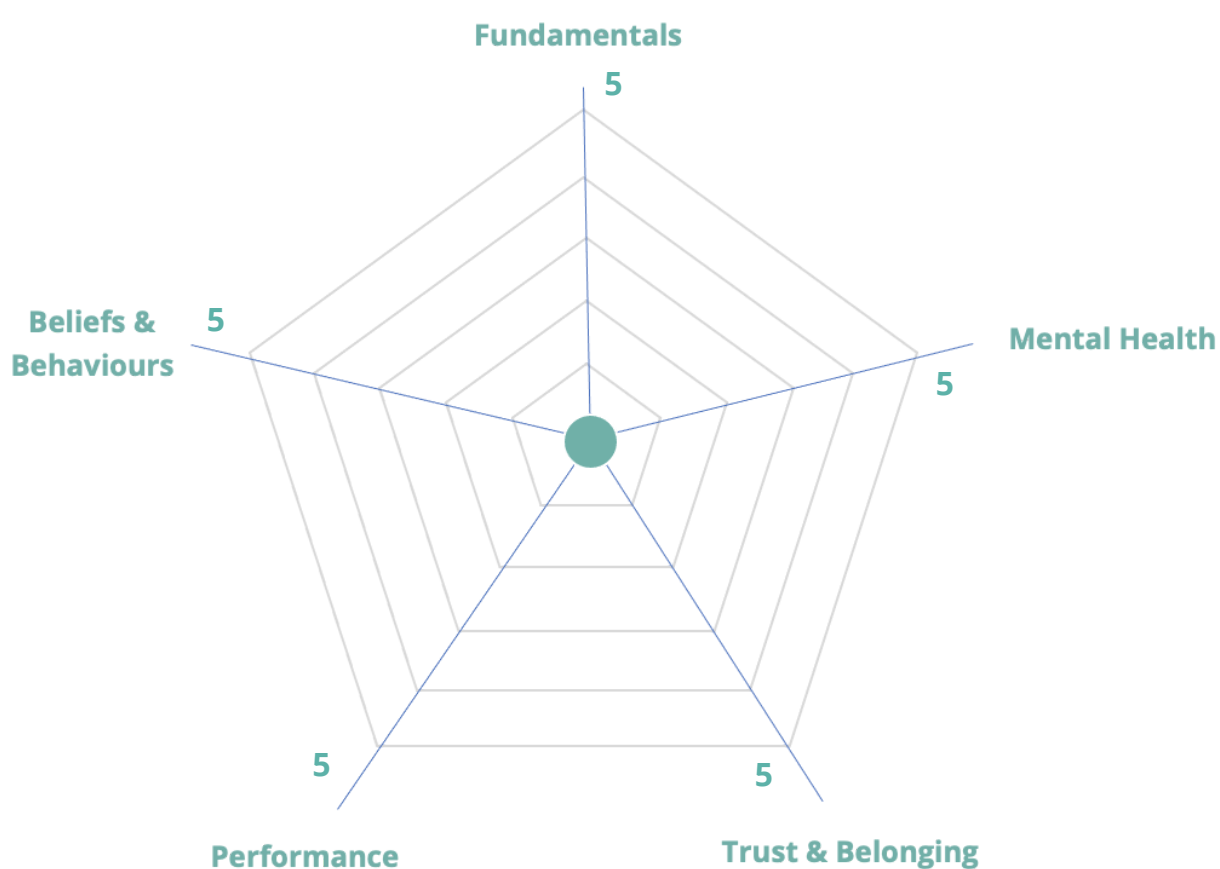
# RETURN TO WORK

## TOOLS & TIPS TO SUPPORT LEADERS

Many leaders feel lost right now  
They need to know what 'great' leadership looks like  
It can help to revisit the fundamentals...

### LEADERSHIP: 5 PILLARS

Out of 5 (5=high), rank your leaders on these key pillars



### ASSESSMENT QUESTIONS

GET IN TOUCH FOR THE FULL SET



#### MENTAL HEALTH

They feel comfortable talking about mental health  
They know where to sign-post teammates for help & support (e.g. EAP)

#### PERFORMANCE

Set clear work expectations  
Regularly include wellbeing in 1-1s

So, how do your leaders score?

Here are some practical tips to help them lead the return to work:

#### MENTAL HEALTH

- ✓ Complete a Wellbeing Action Plan with each member of the team
- ✓ Call the EAP provider to find out what they offer and relay this to the team
- ✓ Call teammates for a chat (without organising a dedicated meeting!)

#### PERFORMANCE

- ✓ Set a clear team vision for the return to work and criteria for coming in
- ✓ Communicate how split team dynamics will be managed to ensure equality
- ✓ Call each teammate and praise work they have done in the last 7 days