

HUDDLE TALK: LET'S TALK ABOUT LEADERSHIP

#1. We learned from studies of Saskatchewan healthcare employees' work experiences that some health care employees felt as though managers and consulting team members were not as present as they might have been during times of crisis. This happened because public health orders stated that those who could work at home should work at home. Our leaders and consultants were doing their best to follow directives modelling expectations for public health and safety. Unfortunately, this left some employees feeling unsupported during a very challenging situation. This has been a humbling lesson. We do understand this dilemma better now, and that gives us a chance to communicate about it, and maybe to do things differently the next time we face this situation. I'd like to hear from you.

- a. What are your thoughts about this? What have you heard people saying?
- b. I hope we never go through another epidemic, but if we did, what do you think decision-makers should know about having onsite leadership and consulting capacity?
- c. To what extent is there a need for more information sharing or discussion about this? In your opinion, what would be the most helpful way to build a stronger mutual understanding and a new path forward?



**#WE
HEAR
YOU**



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#2. We have all been working very diligently to make the best of a difficult situation, but we have not had a lot of time to discuss what you might have needed to feel supported at work.

- a. What did you need more of from me or our organization during the pandemic?
- b. What did you need less of?
- c. Is there an important way I can support our team going into the next year?
- d. Is there an important way our organization/department/unit can support our team going into the next year?

Throughout the week, I'd like you to reflect on the question "what do you need from us?" and to take some time to anonymously write your suggestions on our huddle board. I will check the board next week and we will talk more about your suggestions in this month's huddles.

#3. After a difficult year, I want to make sure you are supported at work. I want you to be confident that your work is valuable and that you are essential to our team.

- a. When did you feel most supported at work?
- b. How can I work with you to ensure that you are supported?
- c. How do you think your colleagues prefer to be recognized for a job well done, for negotiating a difficult situation, or for going the extra mile?



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