



LEADING CHANGE

RESPONDING TO COVID-19 TOGETHER

#stayconnected

MERRIWEATHER VIRTUAL GLOBAL LEADERSHIP TEAM BUSINESS IMPROVEMENT PROGRAMME

As the world responds to the outbreak of COVID-19, our thoughts are with the people affected and we do hope that you and your families are all safe and well.

We would like to introduce you to the brand-new Merriweather virtual global leadership team business improvement programme...

IT REALLY DOES WORK

Same input. Same output. Different approach.

BEING FEARLESS IS HABITUAL

Many of you will have heard us using the phrase “have a go”. Well it is time for us to practice what we preach. When MD, Richard Merriweather got the call from a client asking him to stick to a scheduled meeting but to host it virtually due to the new Covid-19 restrictions, we were all amazed. Initially, I don't think any of us thought it could work! However, in true Merriweather fashion and by adopting our own “have a go” mantra, we refocused and redesigned the programme to make sure that we could continue to offer business solutions virtually. Drawing on 23 years experience and remodelling our approach enabled us to create the shift from being in the room to being in a virtual one. Seeing things through a different lens and accepting that sometimes boats need to be rocked.

BLOWING THE DOORS OFF

Fast forward to the finale of the very first Merriweather virtual meeting, we are pleased to say that we got it wrong. We didn't expect it to work, even the leader and team thought it wouldn't work but **IT DID**. We blew the doors off! We learnt a lesson that we too can embrace change and adapt our business without losing sight of the most important end goal – to model the way to helping leaders and their teams succeed. To leverage on the momentum which we have already worked so hard to achieve and to celebrate the fact that we have access to incredible technology which facilitates our social distancing to the extreme with remote meetings.

GREAT LEADERS LEAD THE WAY

Unexpected change can be transformative. Great leaders lead the way with actions, they don't sit back and wait for things to happen. Maintaining flow and consistency in the process is important for any team and their leader. Staying connected and not allowing cracks in the framework that you have invested energy, time, and money, is going to be a winning formula in our humble opinion during these surreal yet very real times.

THINKING AHEAD? THINK VIRTUAL

Coaching is not a luxury. It is a proven necessity. These unexpected times are proving that in so many areas of life. The sheer number of meetings taking place in Microsoft Teams each day is growing at an exponential rate with a daily record of 2.7 billion recorded in March. Virtual is becoming vogue. Technology is seeing a new trend in people engagement. This worldwide pandemic does not have to be a chink in the armour of your business, you could choose to do lock-down the Merriweather way – virtually.

LET US SHOW YOU HOW

It is our job and passion to be a thinking partner to our leader's and we're at our happiest when we know that your business is thriving. The challenges and expectations of leadership and business has not diminished and now more than ever we need all of our best people working together. We can still help. We're still here, albeit virtually. Same input, same output, different approach.

Talk to us, talk to our delighted customers to find out more how www.merriweather.co.uk is continuing to build inspired winning teams.

CHAMPIONING SUCCESS

Don't take our word for it; here are just a few comments from the feedback from leaders at the end of the 2-day virtual team meeting.

"Let the record show that through many testimonies the leadership meeting has been classified as a great success. Part of the formula for success was the 40-20 and the ted-talk set up for our guest speakers. I am very proud of our organization and to be part of a team that continues to grow, actively listen and deliver results time and time again"

"It worked more than you can imagine."

"I was really doubtful at the beginning due to the level of engagement. I suggested postponing but the Team Leader said let's not wait, let's just do it and it was worth it, as the level of engagement was super high! The 2 days were really good and the 40:20 intervals helped to focus... let's keep that setup for future meetings."

"We were wondering how it would work and we were proven wrong. It was very inventive - a great lesson and a great example of Leadership. You can see how easy it is; you just step up and start working."

"It was great, very unusual – I was curious as to how it would work and it did! My expectation for lots of fun and lots of productivity was met. We proved we are able to do things in a very unusual and untypical situation."

"It was amazing. We did it first time. We are all aligned and see the need to take care of our team and adapt."

Thank you for reading about our intentions on where we are taking Merriweather during these new times. Our objective is to give you clarity with our position and we are very excited to be able to offer our virtual meetings with confidence. One final point from us as your business coach; challenge yourself to answer this: **WHAT DOES MERRIWEATHER MEAN TO YOUR BUSINESS AND TEAM?**

We look forward to engaging with you very soon.

Have a go!

Team Merriweather

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