65 Post-pandemic trends lead to a huge flaw for many at work...

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SPEAKERS

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I'm writing a book. And for the topic, I wanted to narrow things down a bit because I like talking about a lot of leadership subjects about personal development. But for this book, I really asked myself the question, what would the leaders I help benefit the most from? And what skill or habit should they learn? That would really make a difference, and that's what I'm going to share with you in this podcast episodes. I'm Murielle. co mom, an educator, I used to work really hard and sacrifice the important things to me until I lost my motivation. Fast forward fast, many failed attempts and lessons learned. And I found a way to reach great results while working less. Today, I'm obsessed with helping other leaders build meaningful lives. So each week, I'll be sharing inspiration to change your life and organization. This is rebel leader with a hearts what is the hardest thing leaders and employees manage? Just look at yourself, What don't you manage to do? Well, while it's so important, and this thing makes all the difference between good results with a lot of hard work, or great results with a good work life balance, but it seems that since the pandemic, people have even more difficulties doing this. Now, before giving you the answer, let me share with you the trends post pandemic, because a lot of things have changed in the last 18 months. And the way we work is never going to be the same again. I want to share these trends because they could make your life easier. And I say could because in reality, it has made life harder for a lot of you. It has caused one big flaw that I'll share a bit later. Now the first trend was that COVID has been an accelerator of change, because suddenly the impossible became possible. in only one week, most of the companies were organized for homeworking, it also gave a boost in digitalization. Some projects were on the table for a long time. And suddenly, things were digitalized at a pace that we had never seen before. Also, some managers went from control to trust, suddenly, it became possible to trust people and to let them work from home without controlling them. So in the beginning, of course, I'm not talking about the the illness COVID that was really a disaster for so many among us. But for work in the beginning COVID was really some accelerator and lead to some great things. But a lot of us started this COVID as a sprint, well, it became a marathon. And so what looked nice, like also working from home, having dinner with a family, spending more time doing the things you love and slowing down. What seems great in the beginning became harder and harder and harder, and also heavier. And that leads to the second strength. The fact that we are 24, seven connected. And yet people have never been as disconnected from their organization, from their teams, and even from themselves. And in the beginning, it was mostly the lack of social interaction said the talk at a coffee machine. We missed those things. But then slowly, we witnessed a massive lack of boundaries, because you didn't make a difference anymore between the table where you work, or the table where you eat between weekdays and weeknights between weekends, and weekdays. And also all your roles got mixed up. You were at the same moment.

You were a mother, a father, an employee, a manager, a sister, a daughter, you were all these things at me at the same time. So this led to massive lack of boundaries. We all missed a lot of structure in our life. Then we got the app overload. So people started working with, of course virtual meetings, but also with chats with Slack, with email with Asana, with Trello with a lot of different tools that really lead to an overload We also spend more time in meetings. So we search shows that we spend much more time in virtual meetings that we spend in face to face meetings, most of the people work two hours more on average. So the commute time was replaced by working time. And that led to an increase in bad mental health from 7% to 27%, in 2020, and what we're now witnessing is what people call the big resignation. Because in during the pandemic, people were looking for safety. And so they weren't changing jobs. But then because a lot of us didn't feel as good anymore. A lot, we're spending way too much time in virtual meetings, way too much time on work, couldn't even have time to breathe to eat properly, they had to do their emails at night, or during the eat the weekends. So a lot of us felt numb, or frustrated or thought about our values. So it puts us in touch with our mortality and with our fragility. And no statistics show that 41% among you are looking for a new job. And this is really leading to this big resignation, where people are resigning because they want some more meaning they want another life. And that's leading to the next trend from value to values. So a couple of years ago, I interviewed many directors and asked them, What are your priorities? What are your objectives, and they all talked about financial objectives, and also about growing people. But a couple of months ago, I did this exercise again. So I end I interviewed a lot of directors. And the answer was different. Now they realize that purpose and values matter. So they all had different answer, but they were very meaningful. So this realization that purpose and values is really important, is also because they know that it's important, not only for the customers, because people don't buy what you do, but they buy why you do it. But it's also very important for employees. And there is a war for talent currently on the markets. So if you want to attract talent, you better be attractive, and attractive means also having a purpose and values that are truly lift. Also, what we see is that those purpose and values are especially important if you want to increase engagement, especially in remote teams. So what we see is that organizations that have a very distributed workforce, so people work in from all over the world, and especially all in one office, they have very strong values and a very strong purpose. So there is this huge trend from value to values, which makes work more meaningful. So it's really great to have this drent because I truly believe and I think now more and more directors realize that that profit follows purpose. And the fourth trend I wanted to talk about was the fact that the future of work is here, and it's hybrid. So despite the bad mental health, despite working even more than before 75% wants to work at least part time remotely. We don't want to go back to the office like the old days, and this is a world wide trends. And when you look at remote work or hybrid work, in fact, it enhances everything. So if you had difficulties attracting talent before working hybrid Lee or remotely, well, you will probably have even more problems attracting talents. If you had problems with engagements before, it will be also worse when you work remotely. If you were spending already a lot of time in meetings, it would have been worse also working remotely. Same with teamwork. But also the positive side is if it was already great for you before the pandemic and before working remotely. Well it got probably even better when working remotely. So when you think of hybrid teams of remote work, you first have to just look at teamwork in general and we really carefully and with a lot of intention Plan, how you want to work together, and how you want to collaborate together before thinking about the differences with remote work. By the way, if you would like to evaluate your team, we have a free self evaluation that you can find on Team dot key leader.com. We will put the link also in the show notes of this episode. But it's a great self evaluation tool to see how performance your team is, but also how empowered it is. So those were the four big trends that I wanted to talk about now. Well, there are two auto ones, but it's not the topic of this subject. It's the fact that empowerment is really increasing. And the shift is going from power to empower. And the last trend is from alpha leader to otentik leader because if you want a safe environment and an empowered team, you need a different kind of leader. Now for many, all these trends are currently leading to more work than even before. And that's because of this one thing that people cannot do anymore. And people can't seem to stop anymore. They are running and running. And the more tools and possibilities we have, the more I see people being busy, instead of using these tools and possibilities to organize their work so that they can work less. And by the way, I saw this trend also in my previous organization, when we increased empowerment, and gave people the possibility to work when and where they want it. We first had an increase in work hours in stress and in burnouts. And this is what happens on a global level when people started working from home during the pandemic. And why is that it's because most of you are not so good in setting boundaries. In saying stop, when there are so many pressing requests coming from everywhere,

you just continue thinking that if you work a little bit harder, you'll manage to deliver everything. And then you are in the illusion that when this project is delivered, then I'll stop. When this month is over, I'll stop when this person is back to work, then I'll be able to slow down and stop. When I get this budget or hire that person, then I'll be able to stop and slow down a bit. When we reach these revenues, then we'll be more cool and be able to stop. But look at the past, Has that ever happened? Probably not. Because then the next thing will be there, and the next crisis and the next challenge or the next opportunity. So many leaders got that wrong. It's not our reach x, y, z. And then I'll be able to stop. It's because you stop that you'll reach what you want, and even more. So I'm going to repeat this because it's really important. It's not that you'll reach x y Zed, and then you will be able to stop. It's because you stop that you'll reach what you want and even more. And it's because you don't manage to stop often enough that you're in this vicious circle of always working hard of always being behind all the two dues that you have. Now 41% of you are looking for another job, because they've lost their energy. They've lost their motivation, or their meaning. But if you don't learn to stop, you find yourself in the same situation in your new job. And you stop not because you don't care or not because you're not committed. On the contrary, if you care, if you want to have more impact, you will learn to do the hard thing and stop. And yes, you heard me well. It's the hard thing to stop. It's much easier for you to continue working hard than it is to stop stopping when you have so many things on your plate is extremely hard. But for me, it's made and it still makes a huge difference in my results. We got better results because we could stop in these fast changing uncertain and overwhelming times. That's why I wanted to write my book about this topic. Because I can see that so many leaders don't manage to do that anymore. And it's getting worse and worse and worse every year. People just continue working hard running, Eve are even learning in their private life. It's like, you're not living in the moment anymore. You're constantly living for the next moment, and the next moment and the next moment. But I can tell you, there is only one moment that truly exists. And that's now. And that's why you really have to learn to stop, enjoy the moment, do what is necessary, and you will then see that the next moment will be easier. And you will get in this virtuous circle, where you will have even more impact while working less. And that's why I want to write a book about this. I want to tell you success stories, backed up with research, because there is a lot of research that shows the importance of stopping, and it will allow you to accelerate your impact. So I will talk about why is it important to stop? How can you do that, and what to do when you stop. Because sometimes you will have to stop simply to stop and get your energy back on track. But sometimes you might have to stop to analyze things. Because when you don't analyze things, you always solve symptoms instead of root causes of problems and you get in this vicious circle of always have facing problems and problems without ending and without seeing a difference. In impact. Sometimes you need to stop to be creative. Sometimes you need to stop because you need to change your mindset and see your market see your problems from another lens from another point of view. Now, if you have a great story to share, have a moment when you managed to stop instead of continue working hard that led to great results, please share it with me send me an email on Murielle at key leader.com. Of course, I'll share the email in the show notes. But please share me your stories of when you manage to stop. And that leads to better results than when you simply continued working hard. And when I say stop, it can be stopped for a couple of seconds just to take a deep breath it can be to stop just for a couple of minutes to think about what you want to achieve from the next meeting. Of course it can be stopping for one hour to analyze something one day, one week or one month or even longer. But I believe that the more you have little stops, the less big stops you will need. Now that's it for this episode. So what I've noticed is that a lot of people don't manage to stop anymore. And they are in the illusion that when this will be finished when this person will be back when that guy will be hired. When those revenues will be reached, then they will be able to slow down and pause. But let me tell you that this is an illusion. And I would really encourage you to learn to stop because that is what will lead to great results for you in these fast, uncertain and digital times. Now that's it for this episodes. So learn to stop despite all the things that you have, and share what happened to you with me the good, the bad, and the ugly. Yeah, you finished another episode of rebel leader with the hearts if you want more go to rebel leader with a hard.com for show notes and past episodes. If you love the show, subscribe, leave a review and share it with your friends The more the merrier. Thanks for tuning in and have a great week you rebel leader with a hearts