

Leading at the Edge: Responding to the Impact of Global Crises on Organizational Dynamics and Performance

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Currently we live the most challenging
time of our lives



We read about such periods in history books,
but now **WE LIVE** the historical times.



CAT in the ROOM



When there is a cat in the room going crazy and you try to ignore it, you cannot be fully present.

**Yet, so many
organizations pretend
that there is no cat in
the room**



44.4% of employees experience
DROP in performance levels

It can rise up to **70%** if the conflict
poses an immediate threat



Most common emotions:

- Anxiety
- Tension
- Uncertainty
- Anger
- Helplessness
- Despair



During Global Conflicts

Most common behavioral change:

**Rigorously
following the
news**

Activation
in social
networks

Social
isolation



Most common behavioral change in teams:

Teams become more risk-averse

Decision making slows down

Motivation and Morale declines

Communication becomes more guarded and less frequent

Why does this era of global crises affect organizations so much?

01

Technological advancement

02

Information overload

03

Global connectivity



The conflicts in the region and in the world affect us whether we want it or not.



WHAT SHALL
WE DO?

Acknowledge that there
is a cat in the room



01

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Prepare to deal
with the cat
effectively



02

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**We are going to deal with
organizational dynamics
we face for the first time in history**



Leaders of this new era need new set of skills

01



Ability to navigate
new types of
conversations in
the workplace



**Ability to mediate a
new type of
workplace conflict**

02

03



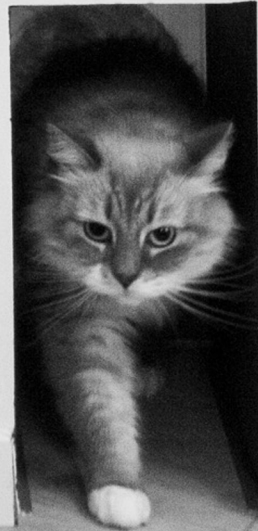
Ability to hold a
safe space for
others



Ability to see things
from the SOS lenses
(Self-Others-Situation)

04

As we embark to the New Era of Global Crises, let's make sure we notice all the cats in the room and we are equipped enough to deal with them.



And in the era of constant destructions
let's try to be fully present

Thank you

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