

Summary note – Fit for the new dawn – business support webinars

Covid-19: Strength from adversity - deriving positives from the negative

Our regular speakers:

Paul Jacobs and Howard Greenwood from *LoveWorkLife*

Dave Pye, Bradley Placks from *ToAugment*

Guest speaker:

Chris Allan, mental health advisor

Quotes:

“Strength from adversity - we are more resilient than we might give ourselves credit for; if we dig deep we will come through in this crisis, and it might not be easy but there will be another side whereby we could take advantage of at the appropriate time” - **Bradley**

“Believe in your future, be positive, empathetic, confident – things are going to improve and take from this period a level of strength that you perhaps you didn’t realise you had before; it all starts with you and you pass it on to others” - **Paul**

“Recognise this is a different time, a different rhythm but we will come back stronger as individuals and as a family, and as a business and continue to do better and in a kinder way” - **Dave**

“If you’re carrying the world on your shoulders, at some point the world will crush you, so put it down, take a step back so you can see what your world is looking like then get the people around you that can help you move your world forward in the most positive way” - **Howard**

Path to positivity

Guest speaker Chris Allan shares his five-step plan on how to overcome the fear and uncertainty caused by Covid-19:

- **Control your focus:** control what information comes in and feed your mind with positivity - read great books, listen to podcasts, and utilise all available resources to you
- **Look after your body:** fear is the embodiment of danger which we can turn around – exercise and push your way through to the end.
- **Find a role model:** identify the individual, the right method or way for you, e.g. meditation, or someone who can help you on your pathway to what you want in life.
- **Start your plan:** find a method that will work for you and be committed to this.
- **Change your state:** re-frame your focus towards positivity; take a moment to express gratitude and help those more vulnerable.

Supporting mental wellbeing and removing the stigma – strong leadership

Leaders are expected to be strong, optimistic and confident. But a lot are struggling to keep morale high. Our four regular presenters recollect their personal journeys and advise leaders:

- **Be kind to yourself:** Work and businesses require an unbelievable level of resilience and the main limiting factor on the growth of yourself and business is you, the leader – it is about your mindset and skills.
- **Acknowledge** how tough the situation is and recognise that you’re allowed to feel low. Don’t be afraid to self-discover and self-reflect.
- **Open up:** be honest and transparent; don’t feel you’ll be judged for your vulnerability. You’re not alone, so many others suffer in silence. Find someone to confide in - seek their counselling or get a trustworthy advisor. Sharing tackles the loneliness and isolation.
- **Stay connected:** upscale your communication with all your staff, clients and candidates - you can help one another to find a sense of purpose.



- **Show empathy and understanding:** recognise that “it’s ok not to be ok”. Individuals may be more prone to open in a one-to-one session – be honest in return as others can also help you delay or manage those fears, creating a two-way relationship.
- **Take time to reflect:** realise your purpose and hold on to it. Focus on what you can control rather on things you cannot control, understand this is not easy to do.
- **Surround yourself with positivity:** where possible take steps to remove negative things and people.
- **Failure and success are intertwined:** enjoy the moments of joy and know that failures pass quickly. Know that great things can emanate from your low points – when you are pushed down keep standing up – you can emerge stronger but be prepared to put in the hard work!
- **Do what works for you:** develop or maintain a routine, or do something different, but do not slip into bad habits – remain or become healthy.
- **3 rules to adopt:** Managers, leaders and business owners have a ripple effect (positive and negative) on others
 - Always try to beat what you did yesterday
 - Daily ‘give it your best’, and
 - Have fun



Helpful websites and apps

Please bear in mind that the list is an example and the REC is not recommending one app/website over the other; below are only examples discussed on the webinar – they may not be for everyone

- Headspace app
- Calm app
- The meditation podcasts
- NHS MoodGYM
- Youper – mental health journaling app
 - Note, the information you share is used by the developers for research

“The only thing that I’m really sure of is that after all this is over, the world isn’t” - **Bruce Springsteen**

Presenters' contact details

	
<p>Dave Pye <u>LinkedIn profile -</u> https://www.linkedin.com/in/davewpye/ dave@toaugment.com</p> <p>Bradley Placks <u>LinkedIn profile -</u> www.linkedin.com/in/BradleyPlacks bradley@toaugment.com</p> <p>Website - http://www.toaugment.com/</p> <p>Call +44 (0) 20 3909 7990 or complete the online contact form here</p>	<p>Howard Greenwood <u>LinkedIn profile -</u> https://www.linkedin.com/in/recruitment-mentoring/howard@loveworklife.com</p> <p>Paul Jacobs <u>LinkedIn profile -</u> https://www.linkedin.com/in/pauljacobs/lwc/paul@loveworklife.com</p> <p>Website - https://loveworklifeconsulting.com/ Call Howard on 07966 251 582 Call Paul on 07960 055 756</p> <ul style="list-style-type: none"> • Opening hours: Mon to Fri 8.30am to 6.00pm