



Praxis Consulting Group COVID-19 Services

We understand that this can be a challenging time financially for many organizations. We will continue to provide many resources for free during this time, and hope that you stay in touch with us about how things are going and what kind of support you need.

If you are interested in more in-depth customized support for your organization, please reach out to us. This one-pager includes virtual service offerings that we believe may be helpful to you during this time. Most of these are offered as two-hour or three-hour virtual sessions.

Leading in Crisis Framework Workshop

This workshop provides senior leaders and managers in your organization with a structured opportunity to discuss the crisis, how it is affecting them and their teams, and how to think through actions they could be taking to effectively move their team and the organization through each phase of the crisis. Participants will leave this workshop with a shared framework for understanding the organizational phases of a crisis, the changes that take place in each phase, common human responses, and what is needed from leaders in each phase. They also gain a better understanding of how to balance supporting staff with addressing business challenges.

This workshop can also be customized for all employees, giving them a structured format for sharing their personal experiences and an understanding of the organizational phases of a crisis that will normalize their experience. Finally, it will give leaders deeper insight into staff's experience.

Scenario Planning and Recovery Planning

We can facilitate virtual planning sessions to help organizations develop plans for navigating recovery and preparing for any potential future disruption. These sessions are customized for each organization. Common components of these facilitated sessions are: identifying criteria for informing decision-making, discussing how to keep organizational values in the foreground, identifying changes made to operations during the pandemic that are improvements to be brought forward, developing multiple scenarios and associated indicators and decision-making processes, and revisiting the organization's strategic plan. The goal of scenario planning is to help an organization prepare for a variety of possible outcomes so that they come out of the crisis stronger than before.

Managing Work and Your Workforce in Remote or in Partially Remote Environments

This virtual workshop gives participants an opportunity to discuss how they are managing in a fully remote or partially remote work environment. Participants leave the workshop with a better shared understanding of how remote work has affected the organization, their teams, and their work with clients. They also come away with practical tools and agreements for establishing norms, keeping staff connected and engaged, and better managing accountability and communication.

Coaching with 360 Feedback

COVID-19 can challenge leaders in effectively taking up their roles. Praxis can provide one-to-one coaching for individual leaders and/or group coaching for leadership teams. The process usually starts with a 360 assessment of each individual using a combination of interviews, assessment tools, and conversations with the individual. The coaching process addresses goals set by the individual in conjunction with their supervisor, with the aim of building on the individual's strengths and developing those areas needing improvement in service of their role and the organization's mission.

Senior Team Development Sessions

Senior leadership teams are collectively responsible for the success of their organizations during this challenging time. We can support the development of your senior team by providing them with structured opportunities to debrief and to plan, to address communication challenges, to strengthen relationships with each other, and to enhance key leadership skills.

Leadership Development Programs

Staying connected and balancing accountability and empathically supporting staff during this time can require deepening one's leadership skills and capability. Praxis can provide leadership training in a virtual format with practice sessions in between that will develop and strengthen important behaviors for your leaders. A sample of topics that could be included are communication skills, giving/receiving feedback, accountability, emotional intelligence, managing defensive behaviors, strategic thinking, motivation and engagement, diversity and inclusion.

Committee Training

Any downturn can also be an opportunity to engage employees in training so that they and the organization emerge stronger than before. Praxis can deliver employee committee training in a series of two to three-hour sessions that will result in committee members understanding the charge of their committee, defining specific measurable goals for the committee, developing communication and meeting skills, brainstorming potential committee activities and developing a 12 to 18 month plan for the committee.

Each organization is unique: [contact us](#) to plan the support that's right for you.