

Return to Work Energized and Motivated to Do Less

A little glimpse into summer feels refreshing with a bizarre and unnerving twist to our winter and spring. More states are allowing businesses to re-open their doors and staff to return to work following the COVID-19 shelter in place. While business practices have shifted and may function a bit differently – ‘the show must go on,’ and that’s exciting for some and unnerving for others!

There may have been projects you were geared up to launch before the shelter in a place that is resting on the back burner. You do not have to tip the world on its axis to play “catch-up.” Right now, what is most important is to get clear and organized, get your company in motion, and start to get stuff done.

Get Clear!

Now, more than ever, we need to simplify and focus on what matters most. Your customers are looking to you for reliability and integrity. By centering on what’s important for your customers, you can and will move forward doing the work you love while continuing to serve your customers - in a new or slightly different way.

To be laser-focused involves doing less - better. It requires you to focus on a critical few areas and eliminate distractions. Where possible, reallocate and rebalance workloads so that the team gets stuff done. It’s about the long game. Identify and resolve potential issues before they occur. Or take a different path to meet the ever-evolving customer need. By maneuvering through this time with an abundant amount of grace and ease - you will inspire and motivate others to forge ahead and get back on their path. The outcome:

- You have project framework with customers’ needs in mind
- A general timeline within COVID protocols
- New structured-based project goals

Get into Motion

Understandably, many business owners and executives have been unable to move projects and initiatives to completion during these trying times. Plans fell lower priority, are no longer relevant/needed, or cannot be completed remotely. These projects - along with new ideas - need to get in motion and you can do that by turning a mind map into a roadmap so that your team knows the direction they’re headed. Now is also an excellent time to revisit your measures for a project’s success. Maybe your goals have shifted and, therefore, your actions need to shift too.

Moving forward with a project plan, during these times, requires open and honest communications to keep everyone on the same page while staff return to work. You may need to change the way you interact with staff, organize things differently, or adjust business practices to ensure your team’s safety while supporting the project plan. Remember to hold compassion towards others as some navigate medical conditions, fall into the at-risk category, or struggle with childcare - to name a few.

- Project plans can serve as a motivational tool to get everyone working in harmony to achieve the end-state,

- embrace change and provide the structure many welcome during these uncertain times. By carefully revisiting and reconsidering what direction and goals you want to obtain, it will set you in motion to start rebuilding as a team. The outcome: A clear roadmap and measures for the project
- Get the team involved and onboard through honest conversations
- >Align business practices and structure to support the team and project

Get Stuff Done!

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- Zero in on what matters most - your critical few
- Minimize distractions and rebalance workloads
- Maneuver with abundant amounts of grace and ease

Final Thoughts!

I have and will always emphasize the use of your intuition. Regardless of your company, project, or customers – your business can value productivity with your inner knowing that intuition will always point to North as we maneuver around this new world.

When something seems “off” (including yourself), remember to slow down and B.R.E.A.T.H.E. and listen to your intuition. Then fall back on your entrepreneurial spirit to plan, execute, and get stuff done! I look forward to hearing the successes!
Stay well.



A passionate organizer of people and initiatives, Erica Smigielski brings over twenty years of experience in project leadership to financial software and SaaS companies who want to launch their next big idea. She leads large-scale, complex projects like product launches and company mergers and acquisitions as well as focused efforts to bring structure and process to fast-track businesses. Erica holds certifications as a Stanford Advanced Project Manager as well as a Certified Group Facilitator, making her a master orchestrator of strategic planning, as well as a skillful communicator who can expertly navigate complex group dynamics.