

# TODAY'S LEADERSHIP PLAY

***How to support your team through the stress, grief, and emotions that show up during times of change.***

## QUICK TAKE

When organizations change, people experience loss of direction, roles, or relationships. The strongest leaders acknowledge **grief** as part of transition and lead with compassion, confidence, and competence.

*You can't drag people through change. Real leadership is guiding, not yanking.*

## THE 3 STEPS YOU CAN TAKE

What	Why	How
1) Name the grief	People want recognition of what's been lost - stability, people, familiarity	<b>Normalize grief so teams can process and re-engage faster</b>
2) Hold space (and structure) for emotions	Emotional acknowledgment builds trust	<b>Begin meetings with grounding or reflection before diving into business</b>
3) Demonstrate <b>C<sup>3</sup> Leadership</b> - Compassion, Confidence, Competence	Balanced empathy with clear next steps = true leadership	<b>Listen and validate. Model stability, and create clarity about what's next</b>

## POWERFUL LEADERS DO 3 THINGS

**NOTICE** • Look for unspoken grief or tension in conversations or meetings.

**PRACTICE** • Start your next meeting by acknowledging recent changes - with empathy

**ASK** • Stay curious. "What's been hardest about this shift for you? "

## APPLICATION IDEAS

- Begin your next team meeting with:  
*"I know recent changes have been challenging, and I appreciate how everyone is showing up."*
- Notice how tone and engagement shift **when you hold space for emotion.**
- Use **C<sup>3</sup> Leadership (Compassion, Confidence, & Competence)** to guide everyone's transition (including yours!).

## CONNECTING THE DOTS

- Leadership during transitions requires balancing both **emotional empathy** and **bottom-line execution.**  
*Compassion doesn't replace performance; it sustains it.*

## REFLECT, THEN ACT

*Discover what you need to do right now*

### WHY THIS RESONATES

Where have you noticed grief or fatigue in your team's response to change?

### WHERE I SEE THIS IN MY WORLD

How might acknowledging loss improve trust or morale right now?

### WHAT I WANT TO STRENGTHEN

- Communicating with compassion
- Leading through uncertainty
- Building trust during change
- Resilience & composure
- Other: \_\_\_\_\_

### MY NEXT STEP

What small shift could you make to model calm and clarity this week?

### CONTINUE THE CONVERSATION

Does your path forward feel uncertain? That's where coaching begins!

Connect with executive coaches, Doni Landefeld, PhD, and Danny Ceballos, to help you bring clarity and compassion to real-time changes.

**Book a Leadership Strategy Session to discover what will work best for YOU and your team.**

Schedule a call with Doni

Schedule a call with Danny