Leading a Team Through Uncertainty

Keeping trust, focus and knowledge during unstable times

Reorganizations, expenditure reviews, workforce adjustment, new leadership and hiring freezes leave public service teams anxious and stretched. People still have to deliver, often with less. This workshop starts with how leaders steady themselves, then gives them practical ways to have the hard conversations, hold trust when they can't promise outcomes, and keep critical knowledge from walking out the door.

Who it's for

Managers and Executives leading teams through restructuring, departures, workforce adjustment or changes in leadership.

What we cover

- **Staying steady yourself:** how your own stress shows up in front of the team (getting short, going quiet, people pleasing, taking over, etc.), and applying the "Who's Leading?" pause before a tough moment.
- **Leading without all the answers:** what to say when the decisions aren't announced yet, and what not to promise.
- **The hard conversations:** preparing for and holding honest conversations about change, roles and uncertainty.
- **Trust under pressure:** spotting the early signs of disengagement, and a simple trust check for your team.
- **Keeping knowledge in the building:** mapping critical knowledge, who holds it, and how to share it before people move on.

Participants leave with

- A clear picture of their own pressure pattern
- The "Who's Leading?" pause
- A plan for their hard conversations
- A trust check and a knowledge-transfer map for their team
- One commitment, with a partner who checks in

Format

Half day or full day, in person. A 10-minute confidential pre-session assessment shapes the session around what's real for the group. Optional 1:1 coaching afterward. Pairs well with Human Dynamics, which goes deeper on how each leader shows up under pressure, and how to shift.

Facilitated by Trevor Stevenson, Human Dynamics & Experience Specialist, who has coached leaders across the federal government for 22 years.

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