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COVID Mitigation

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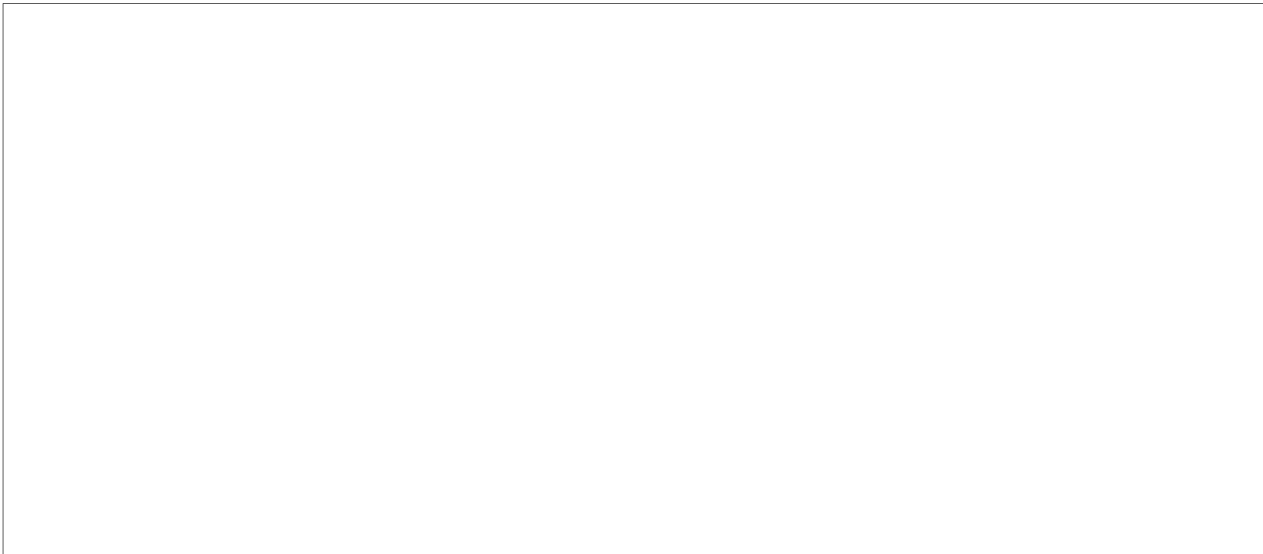
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3. Leadership Lessons for this COVID example that are applicable anywhere:

- **PSR Bullet:** Foster a positive work environment that espouses teamwork, creativity, mission accomplishment, inclusion, accountability, professional development, and fun.
- **Confidence:** When things go south, that is your time to inspire confidence in the team.
- **Have a Plan:** The key to success in the CIA. Play chess not checkers.
- **Action Mandate:** Don't let "perfect" be the enemy of "good enough" – don't over talk/overthink something to death. Pick best available path, act, and adapt.
- **Apply energy smartly:** Don't try to control things you can't control; that is wasted energy; focus on what you can impact.
- **Empower & Recognize:** Fully empower, trust, support and recognize team, esp SME's.
- **Communication:**
 - a) **Build Consensus:** People respond best when consulted, included, and are part of the plan/solution. Folks do best when they "want" to do something, not "have" to do something.
 - b) **Empathy:** Your biggest asset as a leader – be accessible, have open door policy.
 - c) **Info flow:** Keep CIA appropriately informed. Use coms smartly.
- **Partnerships:** Your success depends on positive partner relationships;

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