

RESEARCH UPDATE: Oct 2020

- Increasing isolation and mental health concerns due to covid-19 led McKinsey to research psychological safety. The good news is that the shared experience helps us to empathise with others, and leaders can inject positivity (even virtually) to support their teams [McKpsychsafe](#)
- GP Strategies research reveals that whilst only a quarter of leaders feel prepared to lead through this uncertainty, employees feel increasingly cared for by their employers. Priorities are for direction, support and connection and an agile mindset to thrive in the future [Ucare](#)
- Research shows that happy learners retain more knowledge. This is particularly important when people may be feeling anxiety due to the covid-19 pandemic so try to create positive feelings at the start of a session, design prework to engage learners and master the tech [learnhappy](#)
- MCKinsey's research with businesses who've achieved successful transformation find they have some things in common. They think big, move fast, share the vision from the top throughout the business, and set aspirations to inspire people and engage a growth mindset [McKtransform](#)
- BCG shows that resilience accounts for 30% of outperformance of companies over the average. Resilience is about recognising threats and preparing for them, an ability to withstand the initial shock, to react and recover, and to shape the future to your advantage [BCGresilience](#)
- Leadership in times of uncertainty require Aristotle's 3 types of knowledge: Techne – craft knowledge brings tools and skills we know we need; Episteme – scientific knowledge and problem solving and Phronesis – ethical judgement for balancing competing values [HBRAristotle](#)

