



Growing Through Crisis Webinar Chat
10 am Friday 24th April 2020

QUESTION: What has inspired you during lockdown?

- Christopher Miller: My family, my clients
- Michele Walls: more scope to expand and learn - access to wonderful tools
- Grant Verhoeven: Yes family :)
- Genevieve Just: New experiences
- Sue Danner: The shifted focus on humane interactions
- Chris McKeown: ability of my family to adapt
- Naomi Mitchell: people's resilience
- Rebecca Beyer: The enthusiastic way people have adapted to working from home and learning new skills
- Gretchen Young: Quiet acceptance by people of all generations -every is making a sacrifice and people are talking about it - and linking it to past experiences (e.g. polio epidemic/WW2 etc)
- Lani Beer: How quickly some organisations have adapted to enable people to continue to work and provide support...
- carla Drayton: How people joined together in unity and the focus on humanity
- Krista HAPPY FRIDAY: Watching people getting comfortable with being uncomfortable.. amazing adaption!
- Michele Walls: the opportunity to now consider the future in a different way - work adaptability and flexibility
- Grant Verhoeven: generosity - of super cool people

Digby Scott: Walter Scheidel "The Great Leveler"
Digby Scott: Four Horsemen - War, Revolution, Collapse of States, Pandemics
Digby Scott: No-one is coming

QUESTION: What's your #1 question you're bringing today?

Grant Verhoeven: Reminds me of Brian Tracy re "maturity" - no one is coming to the rescue

Christopher Miller: What is the right timing for the next stage of growth? If not now, when?

Carol-Anne Thacker: Issues around levels of trust and loyalty in organizations

Nick Jones: How can I influence and motivate my leaders to embrace and be open to change.

Gretchen Young: When will people be open to development? Currently there's a lot of scrambling going on and people are busy busy busy

Jana Froehlich: How to leverage/benefit from uncertainty rather than 'fighting'/managing it?

Grant Verhoeven: Structure of my week is still a factor - how can I maximise this "opportunity" and not feel like I am "missing the boat" :)

Rae MacDonald: Opening the lines of communication within teams so they can grow together

Lani Beer: How might I inspire others to make a difference in this time?

Sue Danner: Enabling my clients to keep their momentum and continue to innovate for our new future

Michele Walls: how do we balance adaptation to new ways of working with productivity expectations from people

Carol-Anne Thacker: I feel it is also different in Aus than NZ???

Genevieve Just: How to maintain the positive changes developed over the past month, when returning to the old environment

Christopher Miller: How do I feel grateful for what IS, and have hope for what WILL BE?

Chris McKeown: how to keep good comms open with spread out teams, keep trust, get results, growth

carla Drayton: How do we seize this opportunity when we are in 'catch up' mode? What will this look like?

Rebecca Beyer: how do we keep the creative thinking and openness to new ideas once we are getting back to running our businesses and services more as we used to?

natalie stevens: How do we treat this as not just a "blip in the weather"

Nicky Sinclair: how do we apply the knowledge and models from the past into a new environment and still make them applicable?

Krista HAPPY FRIDAY: More skills to build more resilient people :)

Melissa Hare: How can I leverage the good ideas that are bubbling away at the edge of my consciousness that I can't develop as I feel blocked by the reality of days at home/news from overseas - I also feel like I won't maximise this 'opportunity

QUESTION: What would you mine for?

Christopher Miller: Awesome client success stories - people not just coping but thriving, and the reasons why!

Gretchen Young: Lots and lots of meetings/comms through different channels. People see these as interruptions. How do leaders do this better for their teams

Melissa Hare: More connectedness

Rae MacDonald: Flexibility around family Uncovering vulnerability within teams to strengthen them

Grant Verhoeven: good habits and how to continue the "balance"

Rebecca Beyer: What have people missed and what have they discovered during this time

Edi Szentirmay: What are we doing that is keeping us going and being productive

Chris McKeown: what has our team found worked, what hasn't, what would we keep, what would we change, what could our future look like, let's survey it

Sue Danner: Innovations - people breaking out of the norm and embracing the discomfort of the unknown

Carol-Anne Thacker: The realisation that for many who have lost their job and can not see a future....how do we help

Christopher Miller: People searching for meaning - redefining their own or their organisation's Purpose and Values

Nicky Sinclair: What positivity actually looks like in action, how people have kept connected and a sense of hope throughout challenging moments

Lani Beer: Mine for tension

Sue Danner: How are people creating more inclusivity - in business, community ... how is this beneficial to embracing greater diversity for our future

Melissa Hare: How vulnerable our economy is

QUESTION: What are some of the highs and lows for you in this lockdown experience?

Lani Beer: Family time

Melissa Hare: How this is making the workplace more human

Krista HAPPY FRIDAY: Adapted quickly, took the entire business online

Christopher Miller: No-one misses the commute - we all miss the human contact...

Michele Walls: how much creativity people have had scope for

Lani Beer: Closer to immediate team

Rae MacDonald: Embracing teaching with technology

Di Piggott: how quickly people are adapting, better quality interactions with people

Michele Walls: people learning more about each other as people/humans/individuals

Chris McKeown: High: spending more time with my family (not travelling for work)
Low: feeling like I am not spending enough time with my family because I'm stuck on ZOOM calls all day

Sue Danner: Paradigm shift that is shaking people out of the old autocratic ways of 'managing' and bringing in a more empathetic, inclusive approach

Rebecca Beyer: How everyone managed to keep connected via zoom, email and phone calls

Grant Verhoeven: Team interaction missed - high sometimes stepping up (and learning trust) :)

Nick Jones: The fact that people are asking the question, 'how can we change for the better'

Nicky Sinclair: Loved realizing other people are in similar situations. Also how people are really connecting at a human level and leading teams with greater empathy.

Carol-Anne Thacker: changing the way we deliver skills training especially outdoor experiences etc

Sue Danner: Having opportunities to connect with amazing leaders - like through the Vid19 conference

carla Drayton: The agility - switching tack and getting things done that you've been meaning /needing to do for ages

Michele Walls: only low from my perspective not being able to hug my people when we celebrate something

Carol-Anne Thacker: Young people who don't have careers yet and are now without casual work and uni

Lani Beer: missing freedom to choose - eating

Rae MacDonald: Knowing other people are struggling too - We are all in this together

Jana Froehlich: very vivid dreams!
Chris McKeown: High: enabling to get stuff done (remotely)

Low: keeping in touch with team to get a collective project done
(but not wanting to come across as micro-management)

QUESTION: What were some of the lows?

Michele Walls: omg the dreams!!
Melissa Hare: Losing work and not being able to get to close family overseas
Corinna Chin: the whole team hit a wall after first two weeks of running on adrenaline -
Lani Beer: less energy later in the day
Rebecca Beyer: Lack of concentration and lots of distractions
Nicky Sinclair: Complete loss of income and reflecting on how you can earn living in a different context. Also concern for family members needing work as well.
Sue Danner: Losing job (along with 9 colleagues) as soon as this became "serious". Being isolated and re-learning about who I am and what motivates me
Rae MacDonald: Such an emotional rollercoaster
Karleen Whaanga: Having to deal with ones own company during this time
Ashita Dutt: My dreams are time travelling..
Carol-Anne Thacker: the complete reminder that I can not worki at home with out being distracted!
Michele Walls: the fear of paying back all the subsidies - the long term pain...
Jana Froehlich: had to rearrange mental health- missing water activities
Michele Walls: easier now than it might have been pre lockdown

QUESTION: What was that process like for you?

Chris McKeown: Welcome to my world :-)
Gretchen Young: insightful
Lani Beer: awkward at first then easier
Melissa Hare: Liberating and how much of it is a shared experience
Rae MacDonald: An honour that people shared their stories
Nicky Sinclair: Reassuring
Ashita Dutt: Relieved, Liberating
Grant Verhoeven: fine - went to negative first which was interesting
carla Drayton: Connecting
lisa de Andrad: really cool actually, connecting with people otherwise wouldn't
natalie stevens: Embracing the opportunity to actually meet someone new!
Di Piggott: connecting
Karleen Whaanga: really comfortable

Jana Froehlich: a bit of frustration at first - then easing into it
 Edi Szentirmay: Lovely to connect, the human element and sharing experiences
 Nick Jones: connectedness
 Austin: yes interesting the low was faster to define itself
 Christopher Miller: If you were travelling at Mach 10 before the crisis, did you stop, breathe and reconsider, or did you just pivot and accelerate. Neither is right or wrong, just different.

QUESTION: What do you want to create? What are your hopes and fears?

Jana Froehlich: lovely
 Michele Walls: very supportive
 natalie stevens: How quickly you allow yourself to be vulnerable
 Shirley Murdoch: Relief
 Christopher Miller: Familiar, comfortable - like minded
 Ashita Dutt: Hopes are High and Fears are Low 😊
 Rae MacDonald: It was great - we made networks for the future
 Krista HAPPY FRIDAY: Our group has built a beautiful connection so it was effortless
 Corinna Chin: great opportunity to be able to share - don't have that space currently at work to do so
 Nick Jones: Enlightening - I got some personal 'cut through' on better understanding my own fears.
 Melissa Hare: Our group reflected how easy it is to make a meaningful connection - online- with people you haven't met before, we wouldn't have thought that before
 carla Drayton: consolidating
 Carol-Anne Thacker: Getting different perspectives especially as I am in Tassie which is quite removed at present from the mainland
 Grant Verhoeven: Perspective - we each came from different places
 Nicky Sinclair: Was great thanks! Amazing how quickly you can make a meaningful connection
 Di Piggott: comfortable and good to know shared fears and hopes
 Rebecca Beyer: Great way to start thinking about these things
 Edi Szentirmay: Good to know we are on the same page and wanting the best for everyone
 Austin: a doorway out of my own headspace ... new space to play
 Chris McKeown: Positive: good to hear. Acceptance that we are not alone, that others are feeling similar things, that we can have a positive way to go. Into ACTION!!
 Gretchen Young: Our hopes and fears were strangely similar - which was interesting
 Carol-Anne Thacker: Great frame thank you Gillan and Digby

QUESTION: What is your take-away from today?

Digby Scott: digbyscott.com/grow
Chris McKeown: I miss you Changemaker lovely people !!!!
Carol-Anne Thacker: Frames for our team meeting Sunday thanks
natalie stevens: Digby-you are so disciplined!!!!
Christopher Miller: We are all in this together
Michele Walls: permission to leverage my intuition in a great way with flying....
Krista HAPPY FRIDAY: Incredible actionable advice on how to connect with people!
Grant Verhoeven: Reach out
Shirley Murdoch: start journaling
Gretchen Young: Defining a vision
Nick Jones: You've given me an awesome framework to work with!
Edi Szentirmay: Great questions to ask at work for our way forward
Rae MacDonald: I loved the Traffic Light - I'm going to use this as a gauge
Rebecca Beyer: Next meeting I will be asking my teams about their highs and lows to start us thinking about next steps

Sue Danner: inspiration to keep moving forward
carla Drayton: The way this relates to creating a shared vision. Powerful. Have a great weekend people!!

Ashita Dutt: Define my vision
Nicky Sinclair: Love the Mine, Define, Align - also thanks for being so generous with your ideas and support. Loved the interaction too, one of the best webinars, thanks

Melissa Hare: my break out group and mining our experiences
Austin: I need to push pause and reflect on things WITH others
Karleen Whaanga: Traffic lights and Game Changers
Bronwyn Long: talk to others about their highs and lows, will provide great insights. Thanks for a great webinar

Rae MacDonald: Thanks Team
Sue Danner: nga mihi
Michele Walls: bye all and thanks
Krista HAPPY FRIDAY: THANK YOU!!
Carol-Anne Thacker: Thanks everyone
Shan Thatte: thank you so much :)
Christopher Miller: Thank you so much
Gretchen Young: Thanks Digby and Gillian
natalie stevens: Ciao
Dacia Goble: Thank you!
Grant Verhoeven: Thanks - have a great day
Melissa Hare: Thanks so much Gillian and Digby
Nick Jones: Thank you!