



LCG OPEN COACHING PRESENTS

LEADING IN UNCERTAIN TIMES

FRIDAY | AUGUST 1ST 2025 | 12:00 PM EST



Rob Followell

Certified Executive Coach
Former Hospital CEO

LEADERSHIP



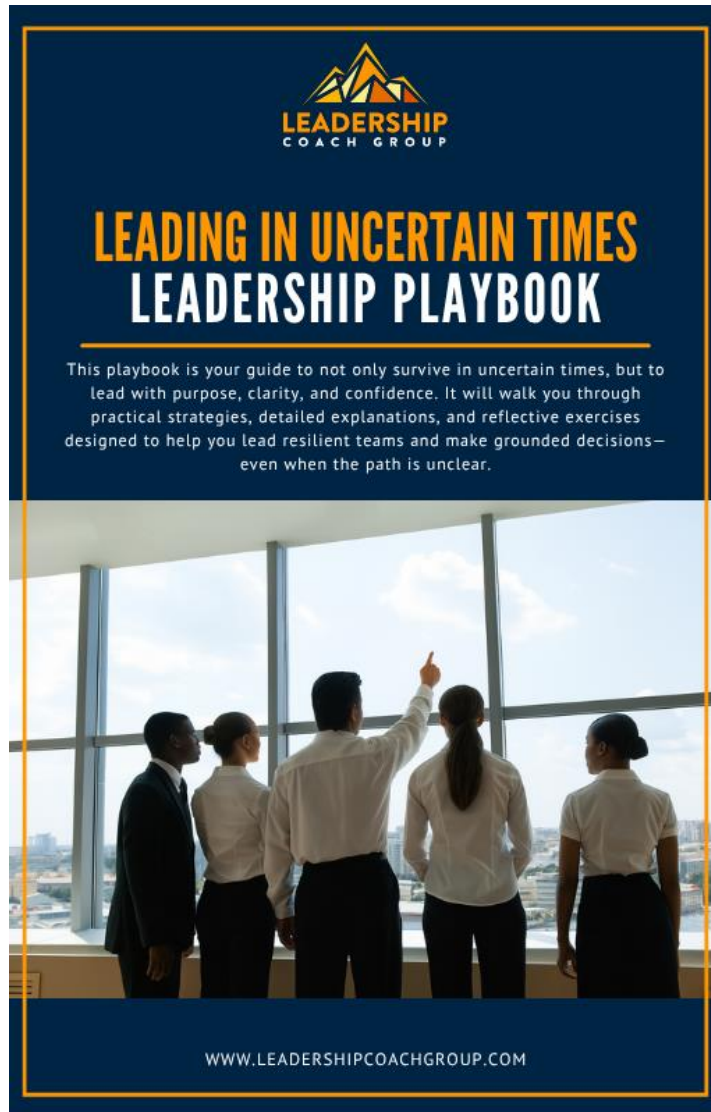
FREE



What is LCG Open Coaching?

- **Rotating Hosts & Themes:** Every month (1st Friday at Noon EST) features expert coaches discussing topics aligned with leadership excellence and the core values of the Leadership Coach Group.
- **Actionable Insights:** Leave every session with fresh perspectives and a deeper understanding of your leadership journey.
- **Step-by-step “Playbook:”** Receive a practical guide filled with reflective prompts, actionable steps, and strategies.
- **Live Open Coaching:** Each session invites volunteers from the audience to share real questions and challenges, creating a personalized and dynamic learning environment.

PLAYBOOK



✓ Leading in Uncertain Times

1. The Landscape of Uncertainty
2. The Leader's Role in Navigating Uncertainty
3. Building Resilience and Adaptability

✓ Practical Tools and Techniques

✓ Engaging Reflection Questions

✓ Hands-On Activities to Apply these Strategies

| Our Services



One-on-One Coaching

What does your style of top-notch leadership look like? We're here to unlock your unique potential, refresh your self-awareness, and create plans to make your goals into realities.

Confidential, experienced, and supportive, our coaches will guide you through leadership challenges while freeing you to fulfill your potential.

Level up with us!



Team Effectiveness

Galvanize your team and equip them to achieve their goals with our team coaching, team psychological safety assessments, and inspirational speaking.

These services target powerful points for growth and will send your team into the future with greater confidence, skill, and cohesion. Learn more about our transformational sessions today.



Leader Assessments

Using the industry's leading diagnostic tools, we provide essential insights and individually empower leaders to thrive. Our array of assessments includes High 5 Strengths Finders Test, DISC, the Myers-Briggs Type Indicator®, the Enneagram of Personality, and 360-degree leadership assessments. Explore your potential with us today.

| Our Coaches Have Served Leaders at*:



ORACLE®



webflow



SONY



UCSF Health

FICO®



*The company logos represent the companies our coaching clients were employed by during the time of their coaching by members of the Leadership Coach Group. Some of these clients paid privately for their coaching, others' coaching programs were sponsored by their companies. It is a partial list of clients and affiliates our coaches have worked with over the duration of their careers.

Follow Up Email

Leading in Uncertain Times Leadership Playbook



Slide Deck



Complimentary Coaching Session





Rob Followell

Certified Executive Coach,
Former Hospital CEO

| Rob Followell

- An Executive Coach, Mentor, and Leadership Architect with over 25 years of experience as a hospital CEO and executive.
- Specializes in individual coaching, team effectiveness, and leader assessments to help professionals advance their leadership capabilities.
- Passionate about empowering leaders to achieve personal breakthroughs and foster high-performing teams.



Let's get present!

Agenda:

I. The Landscape of Uncertainty

II. The Leader's Role in Navigating Uncertainty

III. Building Resilience and Adaptability

IV. Live Open Coaching Session



The Landscape of Uncertainty

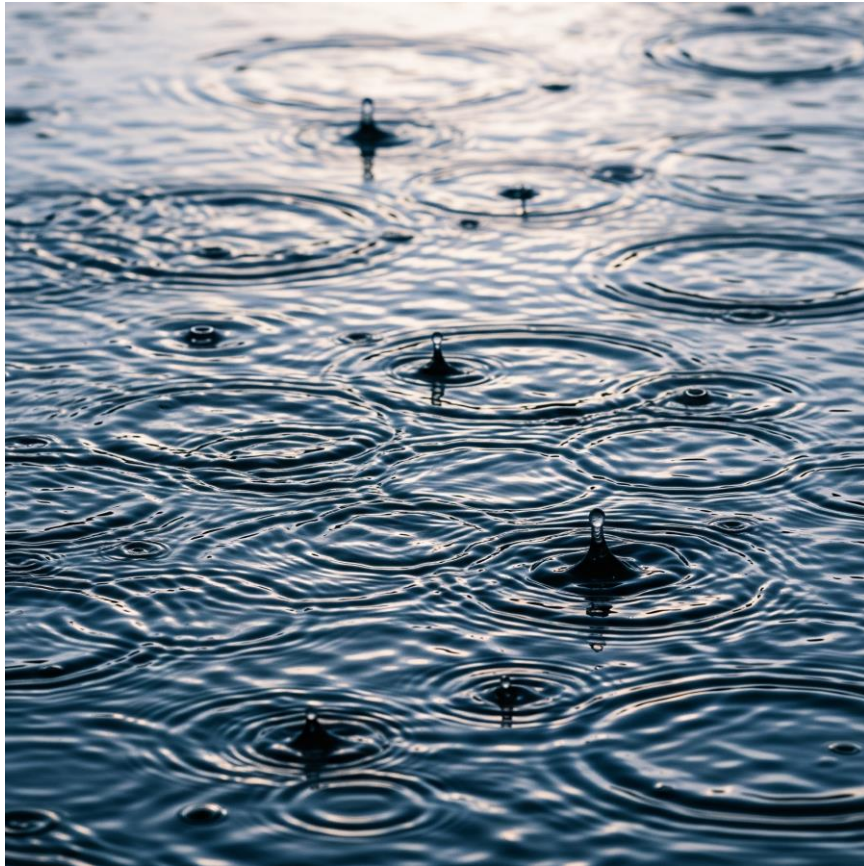
Defining Today's World

- Rapid Rise of AI
- Ongoing Economic Volatility
- Global Conflicts
- Evolving Workplace Expectations

Uncertainty is often the *result* of accelerating and interconnected ***changes***.



What is Change?



- **Inevitable**
- Driven by **internal** and **external** factors
- Often **complex**
- Can be a **stressor**

The Leader's Role in Navigating Uncertainty

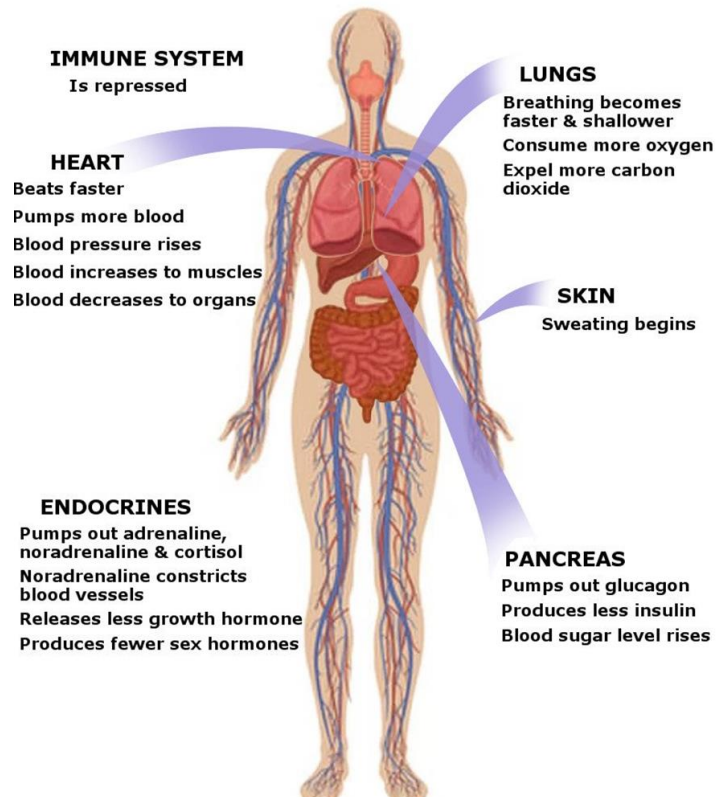
1. Setting **vision** and **expectations** when the path is unclear.
2. Modeling **adaptability** and managing personal responses to pressure.
3. Fostering **autonomy**, providing **support**, and building **psychological safety**.
4. Being **honest**, **consistent**, and open to **feedback**.
5. Continuously **assessing** situations and **flexibly** adjusting plans.



Building Resilience & Adaptability

The Body's Response to Stress in Uncertain Times

➤ Flight or Fight Response



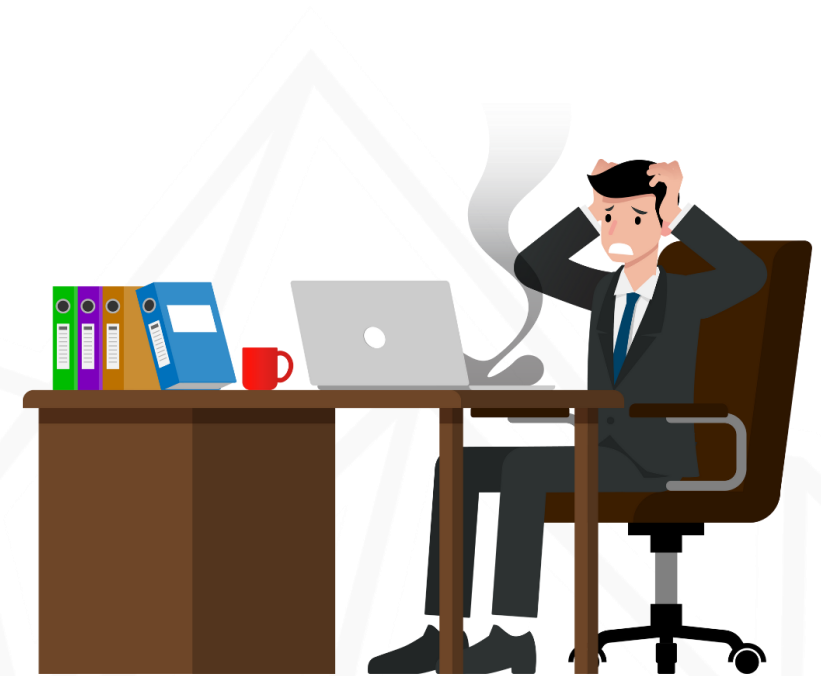
➤ Impact of Chronic Stress

- High Blood Pressure
- Vascular Disease
- Diabetes
- Insomnia
- Weakened Immune System
- Digestive Issues

Building Resilience & Adaptability

Understanding Human Responses

- **Initial Reactions:** People often experience a range of emotions: shock, denial, frustration, fear of the unknown.
- **Acknowledge & Validate:** Recognize that these feelings are normal and valid. Don't dismiss them.
- **Provide Empathy:** Listen carefully and show understanding for their experiences.



Building Resilience & Adaptability

Understanding Human Responses

- **The "Change Curve" Analogy:**
While not a linear path, individuals typically move through stages of reaction to acceptance.



Building Resilience & Adaptability

Practical Strategies



1. Strengthening Personal and Team Resilience

- Conduct Regular Check-ins & Listen Carefully
- Give Status Updates
- Create a Safe Space for Sharing
- Understand What Is In Your Control and What Is Not

Proactive support and clear communication are vital for resilience.

Building Resilience & Adaptability

Practical Strategies

2. Cultivating Well-being and Purpose



- Be intentional and live your purpose
- Focus on the important things
- Resting, recharging, and self-care
- Develop a growth mindset
- Create your resilience toolbox

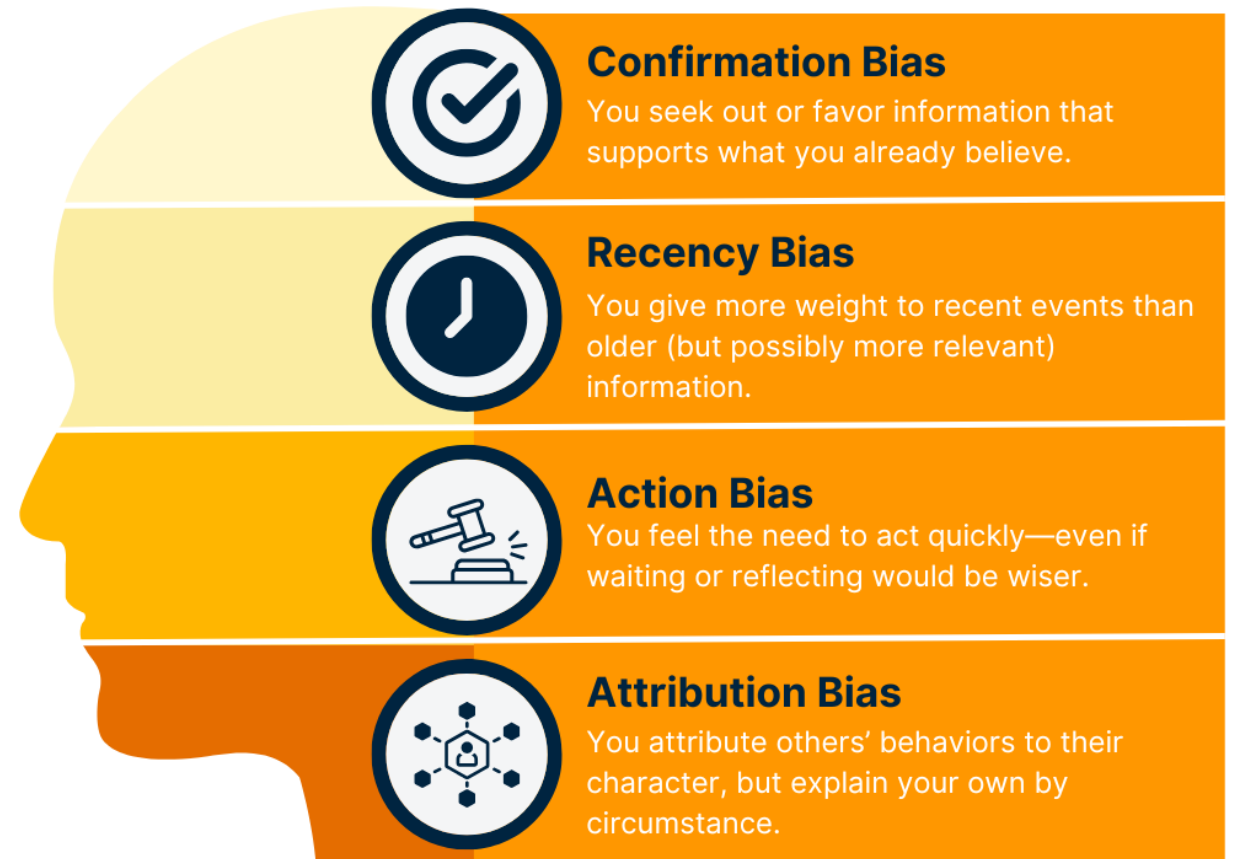
Resilience is a muscle that needs to be actively built and maintained.

Building Resilience & Adaptability

Practical Strategies

3. Making Confident Decisions in Uncertainty

- Recognize Cognitive Biases (such as confirmation bias, recency bias, action bias, and attribution bias).



Building Resilience & Adaptability

Practical Strategies

3. Making Confident Decisions in Uncertainty

- Employ Structured Decision-Making (the DECIDE Model)



Key Takeaways

- **Understanding Uncertainty:** Accelerating and interconnected changes related to AI, economic volatility, global conflicts, and changing workplace expectations.
- **Your Role as a Leader:** Inspiring, guiding, and supporting your team with clarity, example, empowerment, and effective communication.
- **Building Resilience:** Recognizing human responses to uncertainty and cultivating key traits and practical strategies for adaptability in yourself and your team, including making confident decisions.



Be Part of Open Coaching!

VOLUNTEER REQUIREMENTS:

- Open to **engage** in a meaningful coaching conversation.
- **Ready** to turn on their **camera** and **microphone**.
- **Consent** to being recorded and recording shared online.
- Currently using a **desktop computer** or a **laptop**.

WANT TO VOLUNTEER?

Raise your hand in the webinar or type in “**I volunteer**” in chat!

What will you take with you from today?

Drop one insight into the chat!



Follow Up Email

Leading in Uncertain Times Leadership Playbook



Slide Deck



Complimentary Coaching Session





We Welcome Your Feedback







We are Here for You!

Contact Us

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