

CHEMISTRY CONSULTING GROUP
HR IN-BRIEF | APRIL 2020

LEADING THROUGH UNCERTAINTY

Leadership Best Practices

"A leader's ability to effectively support their organization is put to the test when faced with uncertainty, such as the COVID-19 pandemic. While there is no single strategy for demonstrating effective leadership during a pandemic, we have collected a variety of resources that we hope will serve as inspiration to you during these trying times."

-Kim Osborne, Partner, Chemistry Consulting Group



Facing Uncertainty: Leadership Best Practices

by Ally Smit, Chemistry Consulting Group

When drastic change occurs, it can be difficult to focus on anything other than keeping your business afloat. However, now more than ever, your employees require effective leadership to help combat the uncertainty your organization is facing.

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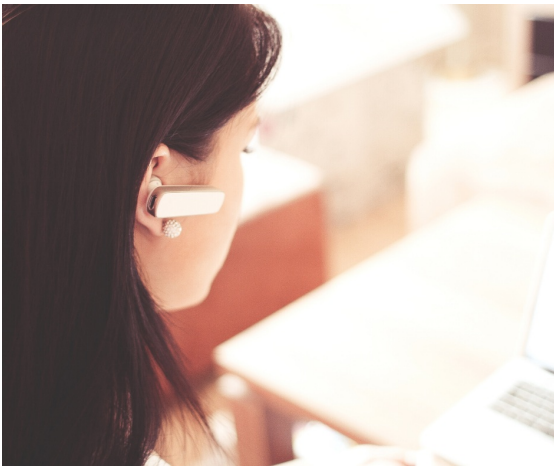
COVID-19: Tips for Successful Remote Working

by Human Resources Director

Leaders and managers must be supported by HR to understand how to effectively manage remote work and communicate in ways that might diverge from the status-quo.

[Read more here ...](#)





How Leaders Can Support Employee's Mental Health Amidst COVID-19

by PeopleTalk

Mental health concerns such as depression and anxiety are expected to increase among employees in the coming weeks ... In these trying times, business leaders must support their employees' health and well being more than ever.

[Read more here ...](#)



Factsheet: Coronavirus (COVID-19) Advice For Canadian Employers

by CPHR BC & Yukon

This factsheet explains what the virus is and gives advice on how employers should respond to the virus and support employees by being prepared.

[Read more here ...](#)



10 Ways to Cope with Coronavirus Anxiety, According to Psychologists

by Business Insider

While eliminating coronavirus-related stress is a tall order, it can, and should, be managed so you can maintain your mental health - and your immunity.

[Read more here ...](#)

Quotes on Leading through Uncertainty

Vulnerability is basically **uncertainty, risk, and emotional exposure**.

Brene Brown, Professor & Author

In times of uncertainty, employees crave clarity. As a leader, you won't always have all of the answers - no one expects you to - so you must be **open to listening and learning**

from others. Once you understand a particular challenge and outline the options, you have to be confident in making bold and optimistic decisions.

Marillyn Hewson, Chief Executive Officer of Lockheed Martin

Uncertainty is a permanent part of the leadership landscape It never goes away.

Andy Stanley, Pastor

HR News Corner

Unemployment Statistics

Source: [Labour Force Survey, March 2020](#)

As stated in March 2020 Labour Force Survey:
"The March release of the Labour Force Survey (LFS) is the first at Statistics Canada in which the impact of the COVID-19 outbreak is clearly visible. The data in this release correspond to the reference period of March 15 to 21."

	Jan-20	Feb-20	Mar-20
VICTORIA	3.5%	3.4%	4.6%
VANCOUVER	4.5%	4.4%	5.3%
BC	4.5%	5.0%	7.2%
CALGARY	7.2%	7.4%	7.6%
ALBERTA	7.3%	7.2%	8.7%
CANADA	5.5%	5.6%	7.8%

HR in the News

[COVID-19 resources for small business](#)

Small Business BC, 6 March 2020

[COVID-19: B.C. loses more than 132,000 jobs in March](#)

Vancouver Sun, 9 April 2020

[Victoria Chamber Adapts Job Board for Employees Impacted by COVID-19](#)

Business Examiner, 20 March 2020

[B.C. companies creating new jobs in response to COVID-19 pandemic](#)

Vancouver Sun, 1 April 2020

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