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The Core: The Source Of Equilibrium For Management Teams In Uncertain And Rapidly Changing Environments



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Leadership

*I am a **CEO + C-Level + Top Team Coach and Strategic Advisor** working globally with senior leadership (including many Fortune 500 companies).*



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We live in times of uncertainty and rapid change.

Much has shifted in the way we live and work since the beginning of the Covid-19 pandemic. As vaccination brings us closer to a “new reality,” we also become increasingly aware of how much the expectations and behaviors of people and teams have changed. Our people and teams are tired and emotionally weary. And they look to their management teams to bring clarity into the way forward, as we build new ways of living and working, while not falling back into our old and unproductive ways.

To successfully navigate this process of transformation into this new reality, management teams need a simple framework to guide them and help them find their equilibrium. And this is where The Core comes in.

The Core is a model I developed that integrates the six key elements that fast-track a management team into performing confidently in the most uncertain and adverse of environments. As a framework, it helps us focus on the key elements that affect the cements of a management team and provides simple and doable answers.

These six key elements include:

Team Identity

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This is where we come together around a common purpose that clearly spells out why we exist, a set of values that describe what we stand for, a number of behaviors that set out how we interact among ourselves and with others, and a kaleidoscope of rituals that enrich the many ways we build relationships and meaning.

Mutual Trust

This is firmly at the center of how we build and sustain credibility as individuals and as a team. How we build trust in our relationships, across the organization, in the marketplace and in society is deeply embedded in how credible we are. We generate credibility through our character, defined by our integrity and our intent and our competence, demonstrated by our capability and the results we generate.

Collaboration

This is the key to building the bonds among management team members and with others. It allows for seamless coordination of thinking and working in order to achieve both efficiency and effectiveness. Partnership, unity, harmony, support, teamwork, empowerment, wholeness, autonomy and ownership are all defining characteristics of collaboration.

Open And Clear Communication

This is where we bring to life shared meaning, using effective

communication to capture the hearts and minds of team members and the whole business ecosystem. In communicating, we use the most effective formal and informal tools and mechanisms to tell stories and convey messages that inform minds and enamor hearts. We connect people and teams and engage them on an informed and enlightened journey of discovery.

Emotional Awareness

This is where we focus on our ability to read and anticipate or react to the fluctuating levels of emotion among the management team and its members. As the team and its members live through uncertainty and deep transformation, their emotional stability fluctuates. Learning to read, understand and adjust these fluctuations is key to reaching and sustaining emotional stability. We focus on self-control, self-awareness, self-regard, social perception and social effectiveness across the team and its members, and we turn them into performance enablers.

Stress Tolerance

This is where we focus on the ability to read and measure the levels of stress sustained by the team and each of its members and to enable de-stress mechanisms required to bring normality into the team in moments of high stress. We deal with both predictable and unpredictable stress promoters and we embed both warning systems and curative mechanisms into the team's *modus operandi*.

The Core brings the simplest and most effective source of equilibrium to the management team and its members in environments of uncertainty and rapid change. It's simple and

visual. It focuses on behaviors — developing who we are — and skills — training to improve what we do. It integrates the person and the team in an organic and dynamic synergy.

The management team becomes a source of energy to the organization and a guiding light to its people. Its ability to find its equilibrium provides the right balance of trust and security people need in times of uncertainty and rapid change.

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