

# KACIK CONSULTING SERVICES

Helping Leaders, Individuals and Teams  
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## Professional Growth Articles



Forward



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## SHAPING YOUR RE-ENTRY FROM COVID

CONVERSATION MATTERS...

April 2021



*Our world is opening back up in a multitude of ways with the COVID vaccine campaign well under way.*

I hear many conversations within organizations about what that means for them, for their employees and what post-COVID work could, should and will look like.

**What does it mean for you?**

Complimentary  
No-Obligation  
Coaching  
Session

Take Advantage of a  
**COMPLIMENTARY  
COACHING  
SESSION!**

Whether you are an executive, manager or early in your career, Joy will help you:

Get clear on your goals and direction

Recognize and capitalize on your strengths

Think through complex and sticky issues

Re-examine your perspective when appropriate

## What do you want it to mean?

Much has changed and much has been experienced in many different ways by individuals, families and organizations. One thing I heard said this week is that

*“We cannot go back as it was”.*

Re-entry will look different to different people, different organizations and even within organizations. I have been contemplating how organizations, leaders and workers can make the most of the re-entry process.

What will make re-entry most valuable, in my opinion, is on-going conversation to capture what is important and how each of your experiences can help shape a better future. To that end, I encourage all of you to contemplate the answers to questions I present below, share those questions and encourage or facilitate conversations around these questions to deliberately and carefully shape your path forward to make the future the best it can be for everyone.

*Show up exactly as you are and encourage others to do the same.*

1. What needs have been met that were not previously, or at least not as well?
2. What needs have not yet been met and how could they be addressed?
3. What has changed for you that you want to carry into the future. What would that look like and what would you need from others to make it happen?
4. What has not worked well for you and what needs to change for you now?
5. What have you learned and what impact do you want that to have moving forward?

Create a plan  
you can confidently  
embrace to move  
forward



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3. Managing People Through Change
4. Be a Strategic Thinker and Decision Maker
5. Stress is an Inside Job!
6. Coaching & Mentoring Skills
7. Everything is Negotiable - Do It Skillfully!

6. What do you deeply need?
7. What are you truly feeling?
8. What do you really think?

Because this past year has resulted in very individualized experiences, remember to be kind with one another. **Walk forward knowing that your experience is as unique to you as is everyone else's. Meet your colleagues where they are.** If they need empathy, be empathetic. If they need to celebrate, celebrate with them. If they need to grieve, share their grief. If they need to do things differently than what works for you at the moment, be flexible.

I remember hearing it said by a nurse on the front lines, that one cannot process trauma while you are still experiencing the trauma. Some have been traumatized in small and large ways over the last year. Re-entry may bring about a plethora of different emotions and needs by you and your colleagues – some which may surprise you and seemingly come out of left field. You may need each other in new ways.

**Be the Teammates You Each Need and in return, watch your team's performance rise to even higher levels!**

It is a new day and you have many new opportunities.  
Choose thoughtfully!

*I wish you the very best re-entry!*

8. Results Leadership (Part I & Part II)
9. Leadership Skills
10. Public Speaking & Presentation Skills
11. Effective Time Management Skills
12. Running Effective, Time-Saving Meetings
13. Working Effectively With Your Manager
14. Networking - Opportunities for You Personally and for Your Organization
15. Transitioning Into Retirement
16. Get Them There Better and Faster; Coaching & Mentoring Skills
17. Thoughtfully Choosing Your Approach to Conflict
18. Mediation Skills for Employee Conflicts

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Since 2016, Joy has been publishing monthly articles to address everyday challenges in the workplace which are common to many. Often, topics come from you, her readers and clients. These



## Joy Conley Kacik

**Joy is a conference speaker, team and leadership development consultant, customized trainer and facilitator and a Certified Professional Coach with expertise in personal career coaching, job offer and salary negotiations and executive coaching.**

As an Insights Discovery® licensed practitioner, Joy provides clients the added value of the Discovery® Portfolio of tools when working with individuals, teams, leaders and organizations to create inspiring visions for collaborative, cohesive teams to produce superior results.

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