

HOW TO WORK WHEN FACING THE CRISIS?

**Remote support for managers and organisations
during the epidemic crisis**

Dear sirs and madames,

A pandemic is a time to create new solutions, make strategic decisions, reorganize and intensify work. This is the moment when concern for the health and safety of your employees should be combined with ensuring the continuity of processes and the economic results of the organization.

In response to the needs of our clients and the dynamically changing environment, using our experience in implementing online activities, we have prepared a toolkit and substantive package, strongly focused on practice.

Being convinced that the delivery of our services will move online at some point, we created the EDUcational TECHnologies department few years ago. Today, when conducting this method of training has become the only possible solution, we are fully prepared for it and offer you support in:

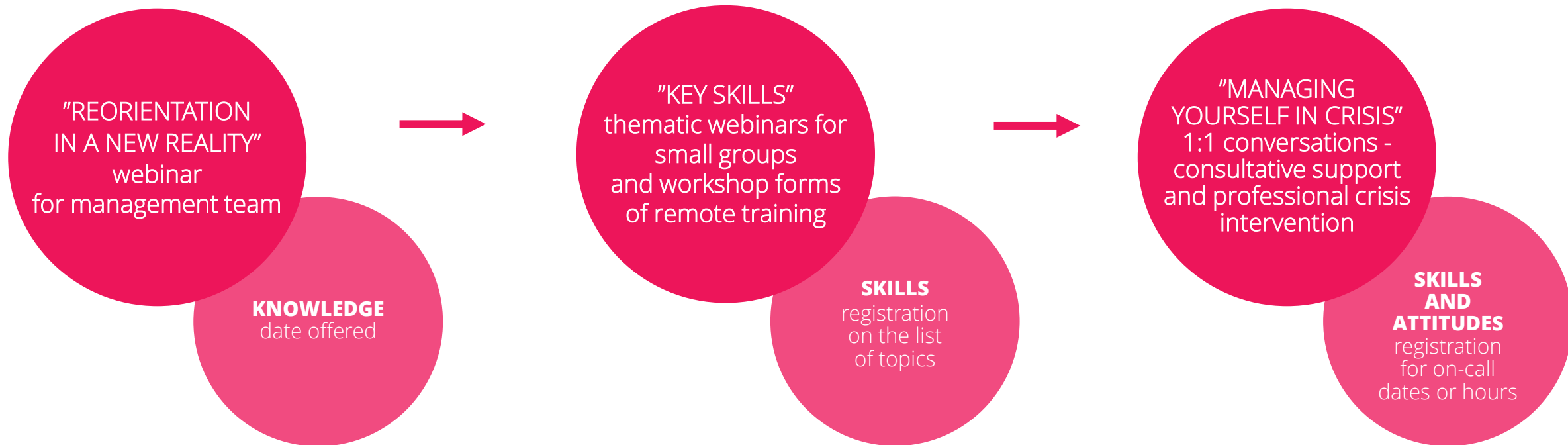
- **Strategic consultations.**
- **Support for managers** (Remote / distributed team management; Team strengthening activities; Support for leaders in change and crisis; Work with employees emotions and attitudes; Fluctuation).
- **Sales forces strengthening** (Remote sales and customer service; Strengthening and transforming existing sales channels to online).
- **Individual psychological consultations for employees** (Crisis interventions).
- **Remote recruitment** (Transferring the recruitment process to online).
- **Train the trainers** for internal trainers.
- **Conversion of classic trainings** into remote sessions using modern educational tools.

We invite you to familiarize yourself with sample development programs.

I invite you to cooperation

Dominika Kornecka
Development projects consultant
Nowe Motywacje

3 POSSIBLE INTERVENTION - SUPPORT LEVELS



WEBINAR FOR MANAGERS

**KNOWLEDGE
LEVEL**

SCOPE OF WEBINAR SUPPORT OFFER

- **Project website** – creating and release of the landing page.
- **Kick-off.** Video invitation for webinar.
- **Online webinar** (one for all managers or few groups – depending on organisation size).
- **Webinar recording** – available online for managers.
- **Knowledge pills** – three mailings consisting of support informations. Each pill contains a summary of a book worth recommending and a link to an inspiring TED lecture related to the subject of the webinar. Delivery after webinar, at weekly intervals.

WEBINAR FOR ALL MANAGERS

- **Thematic scope:**
 - The materialized world of VUCA.
 - Strategy of reorientation in a new reality.
 - Practical advice: How to deal with your own tension?
 - Practical advice: How to deal with tension in a team?
 - Practical advice: How to deal with management challenges: managerial communication cycle - delegating, monitoring, task collection, remote feedback, remote teamwork - tools, etc.
 - Conducting "difficult conversations".
- **Logistics:**
 - Information via extranet, mailing, project website.
 - Video invitation sent to all managers (kick-off).
 - Sign up for the webinar.
 - The webinar is being recorded - the recording will be available to employees.
 - Sending knowledge pills - one every week.
- **Possible implementation:** 7-10 days.

"REORIENTATION
IN A NEW REALITY"

webinar
for management team

KNOWLEDGE
date offered



WORKSHOP FORMS OF REMOTE TRAINING

**SKILLS
LEVEL**

SCOPE OF SUPPORT OFFER

WORKSHOP FORMS OF ACTIVITIES

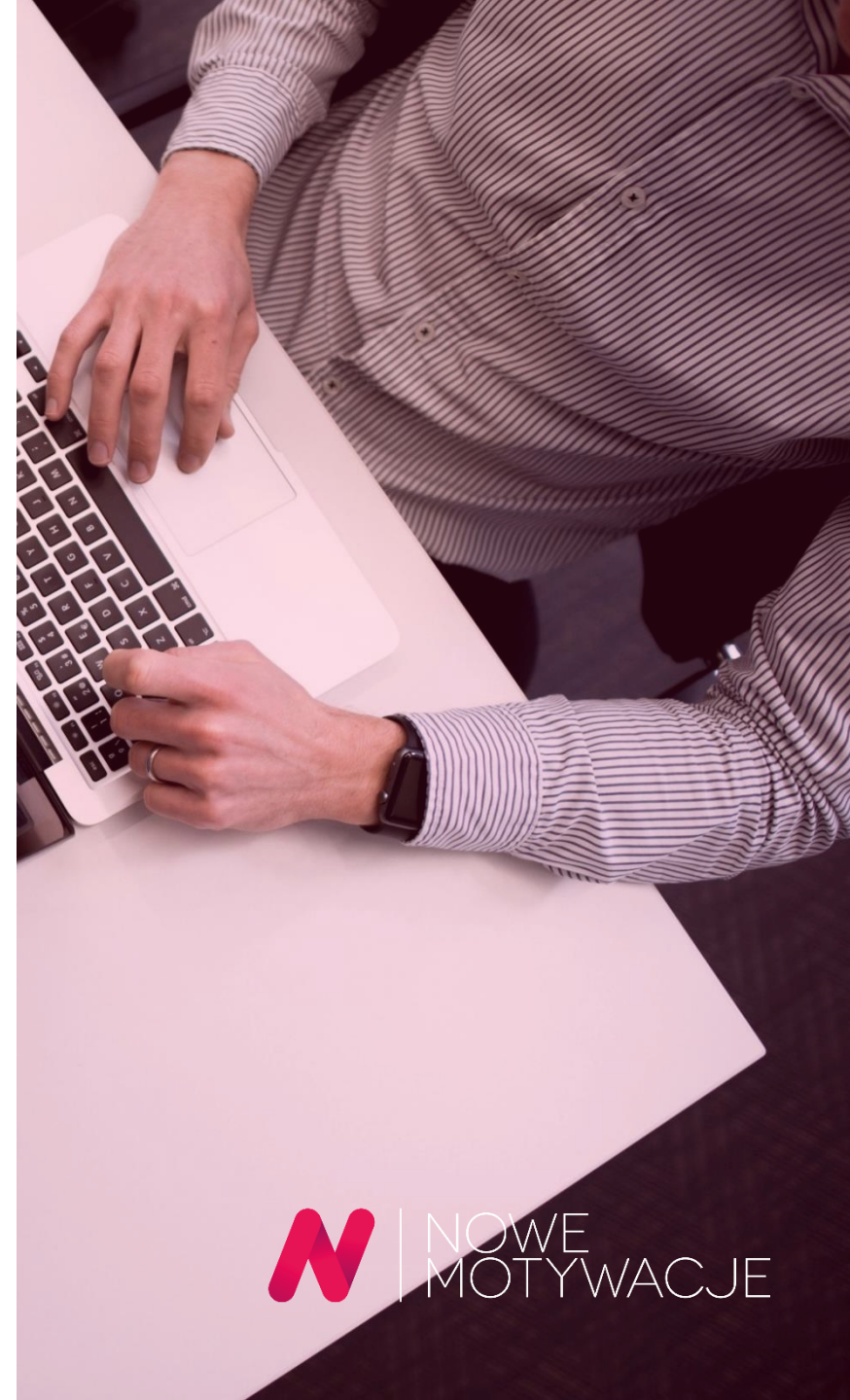
- **Project website** - creating and launching a landing page.
- **Kick-off.** Video invitation explaining the idea of the workshop.
- **Online topic-problem webinars (ClickMeeting):**
 - groups of 10-12 participants,
 - on screen viewing: trainer + presentation and games, quizzes,
 - mutual contact - chat and voice.
- **Online workshops (ZOOM, GoToTraining):**
 - group of 5 participants,
 - everyone can see each other through video,
 - presentation, games, quizzes, moderated discussion, intervision,
 - implementation tasks.

ISSUE-ORIENTED E-WORKSHOPS

- Issue-oriented webinars or remote workshop in small groups:
 - Webinars: up to 12 people / ClickMeeting.
 - Workshops: max 5 people + trainer / ZOOM, GoToTraining.
- Logistics:
 - List of topics to choose from - in advance.
 - Online workshop 2-3 hours.
 - Individual implementation task.
 - Follow-up – telephone contact and remote.
- **Examples of topics:**
 - Remote team management.
 - Functioning in change and crisis.
 - Conducting online meetings.
 - Maintaining team motivation.
 - Conducting difficult 1: 1 conversations.
 - Own energy management.

"KEY SKILLS"
thematic webinars for
small groups
and workshop forms
of remote training

SKILLS
registration
on the list
of topics



ISSUE-ORIENTED E-WORKSHOPS

- During the session participants receive an adequate dose of knowledge based on mini-lectures, developed according to the principles of maintaining concentration.
- During the e-Workshops, participants are activated through:
 - tests,
 - discussion,
 - quizzes,
 - work in sub-rooms,
 - scenes based on prepared cases,
 - presentations,
 - videos,
 - video coach.
- A larger dose of substantive knowledge is passed before the workshop in the form of webinar or knowledge pills.
- During the program, a trainer (program supervisor) is available and helps in the ongoing implementation of tools, as well as supports participants.



E-WORKSHOPS – ACCOMPANYING ACTIONS

- Building and maintaining commitment between individual workshop days is an important aspect. For this purpose, between e-workshop will invite participants to carry out tasks such as:
 - reading the material,
 - watching a short film, e.g. a lecture on another substantive area,
 - case study analyzing,
 - preparation of team analysis,
 - preparing a presentation
 - listening to the podcast etc.
- At the end of each e-workshop, participants will receive an invitation to carry out an implementation task aimed at putting into practice skills, tools and knowledge.

[Example of pre-workshop task- podcast](#)

[Example of post-workshop task](#)

 **CLICK
TO SEE MORE**

1:1 CONVERSATIONS SUPPORT

**SKILLS
AND ATTITUDES
LEVEL**



SCOPE OF INDIVIDUAL SUPPORT OFFER

- **Project website** - creating and launching a landing page.
- **Kick-off.** Project introducing webinar for managers.
- **Individual managerial consultations in the area of managerial responsibility.**
- **Individual psychological support** - crisis intervention.

PROJECT LANDING PAGE

- Information and rules.
 - For whom?
 - When?
 - Why worth participating?
- Registration calendar: available slots / arranging for 1 day ahead.
- Description of forms of support / what should I choose?
 - Individual managerial consultations.
 - Individual psychological support.
 - Issue-oriented workshops.
- Information about experts.
 - BIOs of business consultants, psychologists.
 - BIOs of crisis intervention psychologists.

"MANAGING
YOURSELF IN CRISIS"
1:1 conversations -
consultative support
and professional crisis
intervention

**SKILLS
AND
ATTITUDES**
registration
for on-call
dates or hours



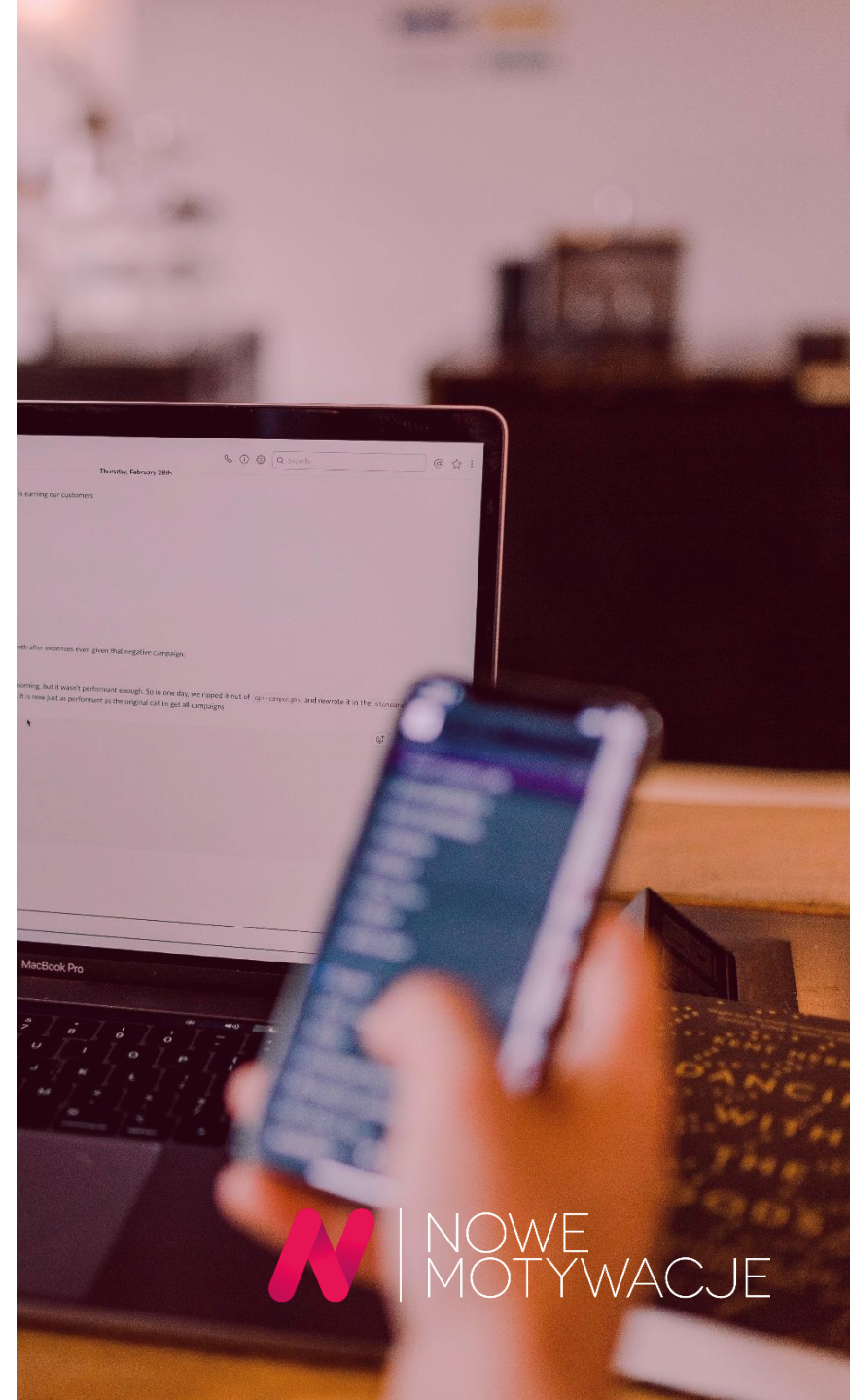
KICK-OFF WEBINAR

- **Introduction:** manager in the face of the crisis.
- How can consultations support you?
- **Scope of support:**
 - **Individual consultations in the area of responsibility / management.**
 - How we support: relationship building, situation diagnosis, education, consulting, coaching, and good management and psychological practices in self-management, employee, task and team management.
- **Individual psychological interventions (support in crisis).**
- Conversations with an expert psychologist in the field of crisis intervention. Diagnosis, psychological support, action recommendations.
- **When to choose a consultation and when a crisis intervention?**
- **Confidentiality.**
- **Logistics:** forms of registration, available days and hours.
- **Why is it worth undertaking?**



MANAGERIAL CONSULTATIONS

- Individual conversations: phone / Skype / ZOOM.
- Structure:
 - establishing contact - relationship,
 - diagnosis,
 - support,
 - next steps,
 - confidentiality.
- Examples of topics:
 - How to deal with your own tension?
 - How to deal with tension in a team?
 - How to deal with managerial challenges: management communication cycle - delegating, monitoring, task collection, remote feedback, remote teamwork - tools, etc.
 - Conducting "difficult conversations".



CRISIS SUPPORT / CRISIS INTERVENTION

- Individual conversations: phone / Skype.
- Logistics:
 - arranging conversations according to the calendar one day in advance,
 - and / or appointed roster hours.
- **Help-Line** based on contact with experts:
 - professional psychologists,
 - crisis intervention practitioners,
 - therapists,
 - psychosocial skills trainers.
- **Thematic scope:** personal and professional, difficult emotional situations, burnout, depression, etc.

TEAM

Webinars, on-line workshops, managerial consultations are conducted by experienced trainers of Nowe Motywacje, while psychological support is provided by psychologists and crisis intervention practitioners



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Team – more information

NOWE MOTYWACJE – ABOUT THE COMPANY

We are a part of Schouten Global – the biggest advisory-training company in Europe.

The Dutch company, being a minority shareholder of Nowe Motywacje, supports us by transferring know-how, global technologies and inspiration from projects implemented on demanding foreign markets. We specialize in designing and providing development solutions in the form of training, coaching and consulting.

We have been building our experience in Poland for over 20 years, training employees of polish companies, international corporations, as well as public sector institutions.

We have experience in the implementation of comprehensive development projects using IT facilities. We teach specific skills always referring to the specifics of working in a client's organization so that participants can implement the knowledge and skills they have learned immediately after the training.

Our professionalism can be confirmed by our clients as well as the quality and scale of completed projects. Over the past 20 years, we have implemented innovative consulting, development and training programs in more than half of the companies on the list of one hundred largest companies in Poland.



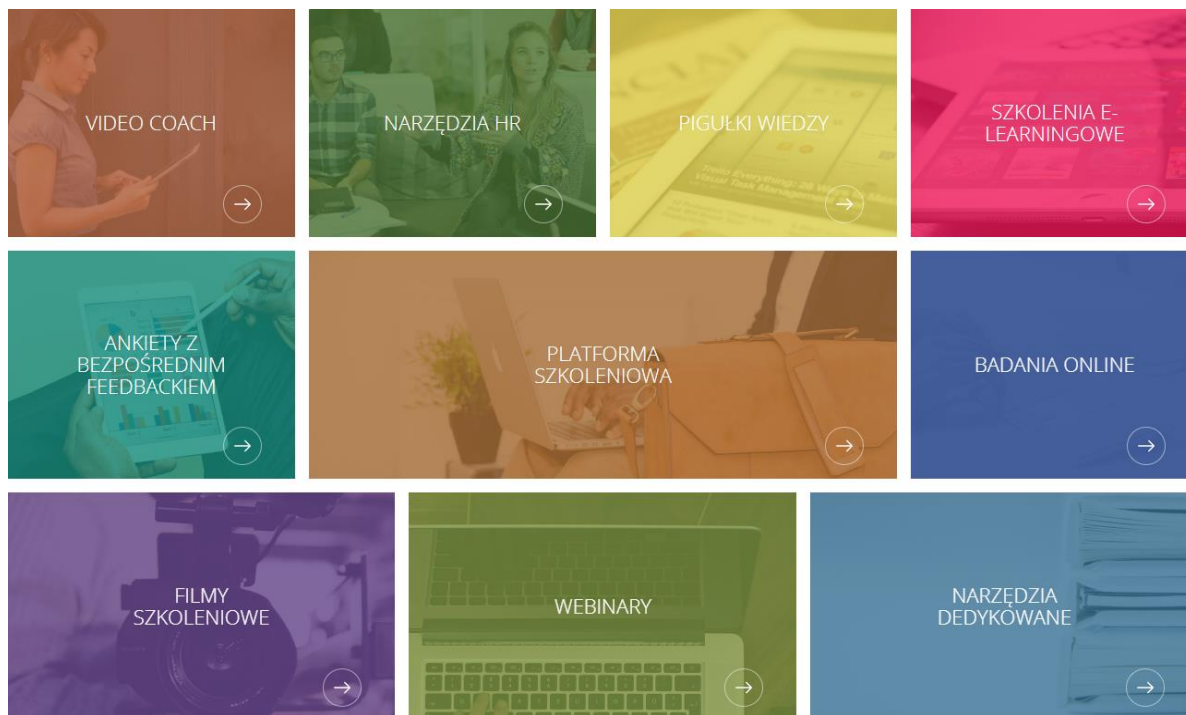
50
EXPERTS, TRAINERS
AND CONSULTANTS

8 000
AVERAGE NUMBER
OF TRAINING
PARTICIPANTS

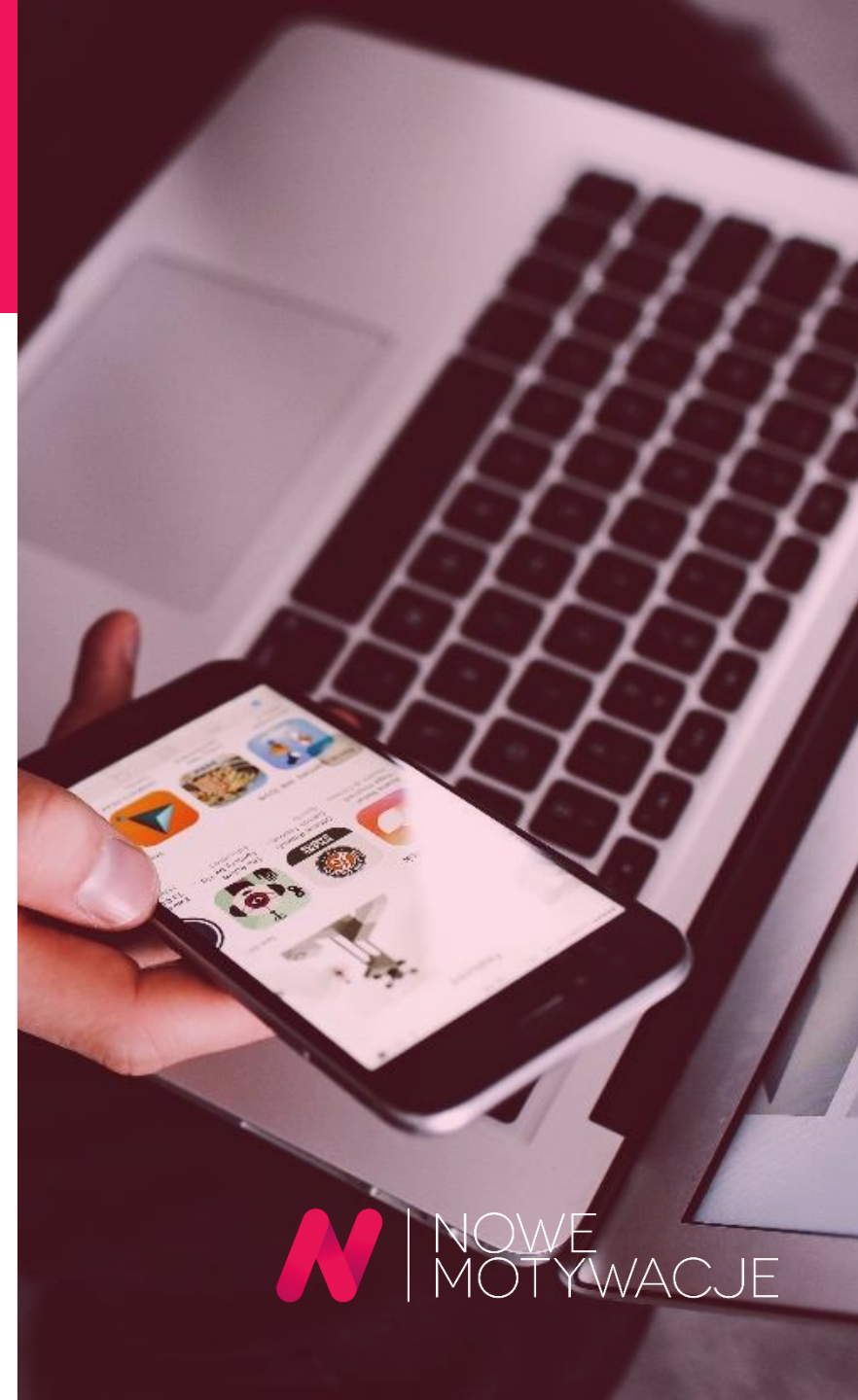
1 000
SATISFIED
CUSTOMERS

EDU TECH – NEW TECHNOLOGIES OF NOWE MOTYWACJE

Being strongly convinced that the implementation of our services will move online over time, we established an EDUCation TECHNOLOGY department a few years ago. Team's main responsibility was to prepare the company for large-scale online operations. Today, when conducting this method of training has become the only possible solution, we are fully prepared for it and we put our offer of training and other forms of remote organization support at your disposal.



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 | **NOWE
MOTYWACJE**

WE HAVE USED REMOTE FORMS FROM 2017 IN THE DEVELOPMENT PROJECTS FOR COMPANIES SUCH AS:

Admind_



VOLKSWAGEN
GROUP POLSKA



Nordea



Intersnack



Pelion



ASSECO POLAND





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