

Leading compassionately through turbulent times...

This second collection of links to free resources focuses on helping lead your nonprofit organization effectively during the pandemic and beyond. It's now clear that however the future unfolds, there won't be a return to the 'old normal.' An essential organizational capacity – and leadership skillset – for the future will be supporting the people that serve others, and their leaders... people like you.

More and more we're hearing about the stress – and feeling overwhelmed – experienced by those who serve or care for others, and those who lead them. As important as it is to focus on continuing to serve and lead, you can't do that for long if you burn out in the process, or by ignoring needs in other areas of your life, including self-care. That's the focus of this collection of free resource links. There's lots of good stuff being written, and here's some of the best to date.

Here are some helpful recent articles on this topic...

- **Sloan Management Review:** This article is packed with practical advice based on extensive survey research on the supports remote workers most want.
<https://sloanreview.mit.edu/article/five-ways-leaders-can-support-remote-work/>
- **Process Street:** This somewhat nerdy website is my go-to source for all sorts of checklists for handling organizational processes. They're also a great example of a fully-remote operation. In this post they're sharing the best (and a lot) of what they've learned, along with downloadable checklists for all aspects of remote work, including personal areas like work/life integration, etc. Turn your 'inner nerd' loose here.
<https://www.process.st/wfh-transition/>
- **Fast Company:** There have been a number of articles highlighting the special challenges of sustaining corporate culture, especially in organizations that have shifted to remote operation during the pandemic. It's a good, quick overview of what this requires.
<https://www.fastcompany.com/90508504/bosses-now-is-the-time-to-show-employees-your-companys-values>
- **Harvard Business Review:** This thought-provoking podcast addresses the challenges of maintaining your own mental health while focusing on fulfilling a mission to serve others. It's a half-hour well spent, perhaps with your favourite beverage in hand.
<https://hbr.org/podcast/2020/05/managing-mental-health-when-working-for-a-mission>
- **The Focus Course:** I've followed Shawn Blanc Focus Course blog for a few years and find it to be one of the most helpful and practical sources of personal productivity advice. This blog post by Shawn's colleague, Isaac Smith, explains the concept of 'margin' – creating 'breathing room' into all areas of life.
<https://thefocuscourse.com/margin-for-your-values/>

A special invitation to dialogue with other nonprofit leaders... As I mentioned in the first resource list, I'm planning a Zoom online dialogue session. This is not a webinar... there will be no presentation. It's a time to talk... to share challenges and solutions with other nonprofit leaders. For that reason, I'm going to cap attendance at 25 participants, and we'll use Zoom's 'breakout room' feature at several points to allow you to talk in smaller groups. More on this as we get closer to the date...

So... be well, stay safe, and care for yourself and others.



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