

PANEL DISCUSSION

LEADERSHIP IN UNCERTAIN TIMES

Moderated by:



Jane Ricciardelli
Chief Operating Officer
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About CanadaHelps



Vision:

We envision a society in which all Canadians are committed to giving and participating in the charitable sector, and in which all charities, regardless of size, have the capacity to increase their impact.

Mission:

To inform, inspire, and connect donors and charities, and to democratize access to effective technology and education in the charitable sector.

For charities, CanadaHelps.org builds effective and affordable fundraising technology, and provides free training and education so that all charities, regardless of size, have the capacity to increase their impact and succeed in the digital age.

For Canadians, Canadahelps.org is a convenient, safe and trusted, one stop destination for donating to (once, monthly, or gifts of securities), fundraising for, or learning about any charity in Canada.

TRUSTED
SINCE 2000

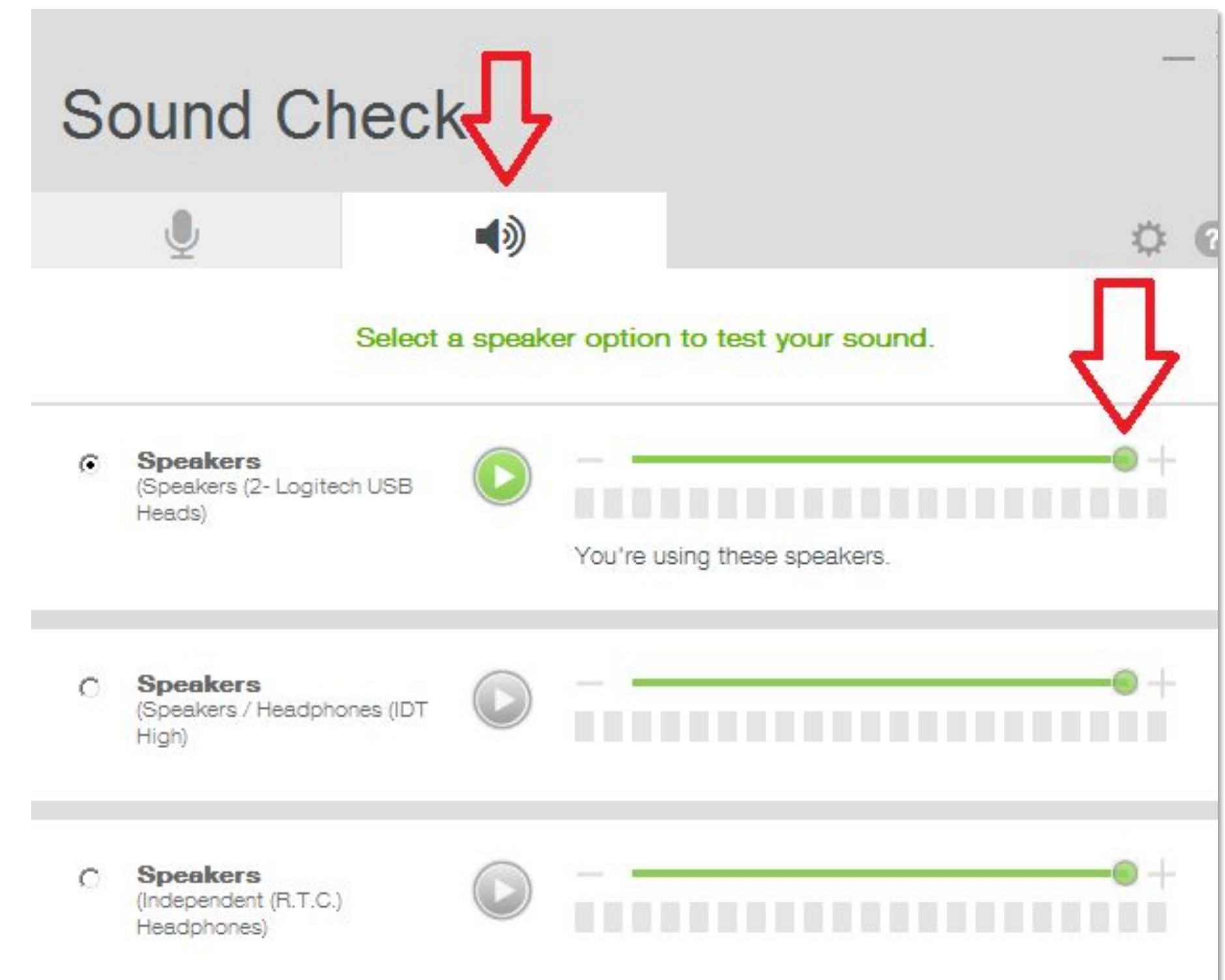
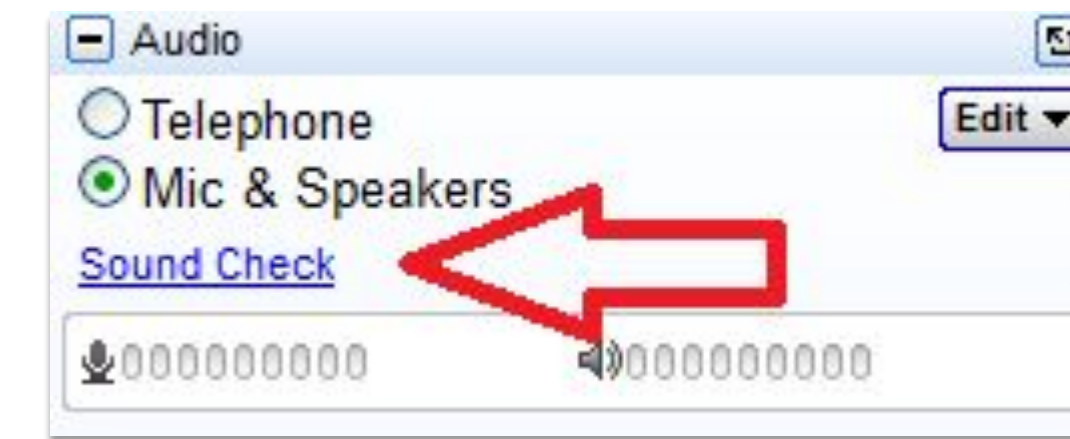
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RAISED

2 MILLION
DONORS

20,700
CHARITY
PARTNERS

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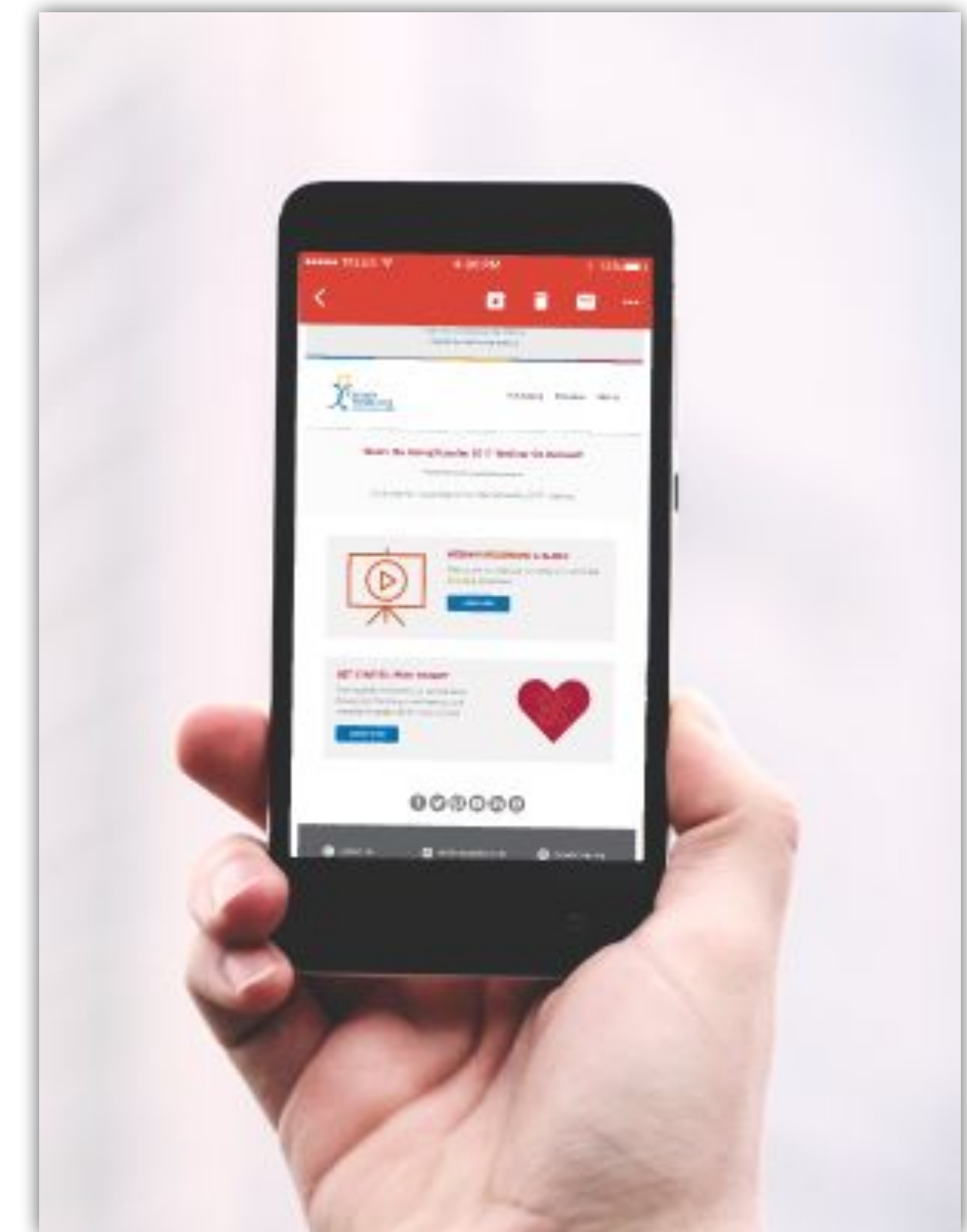


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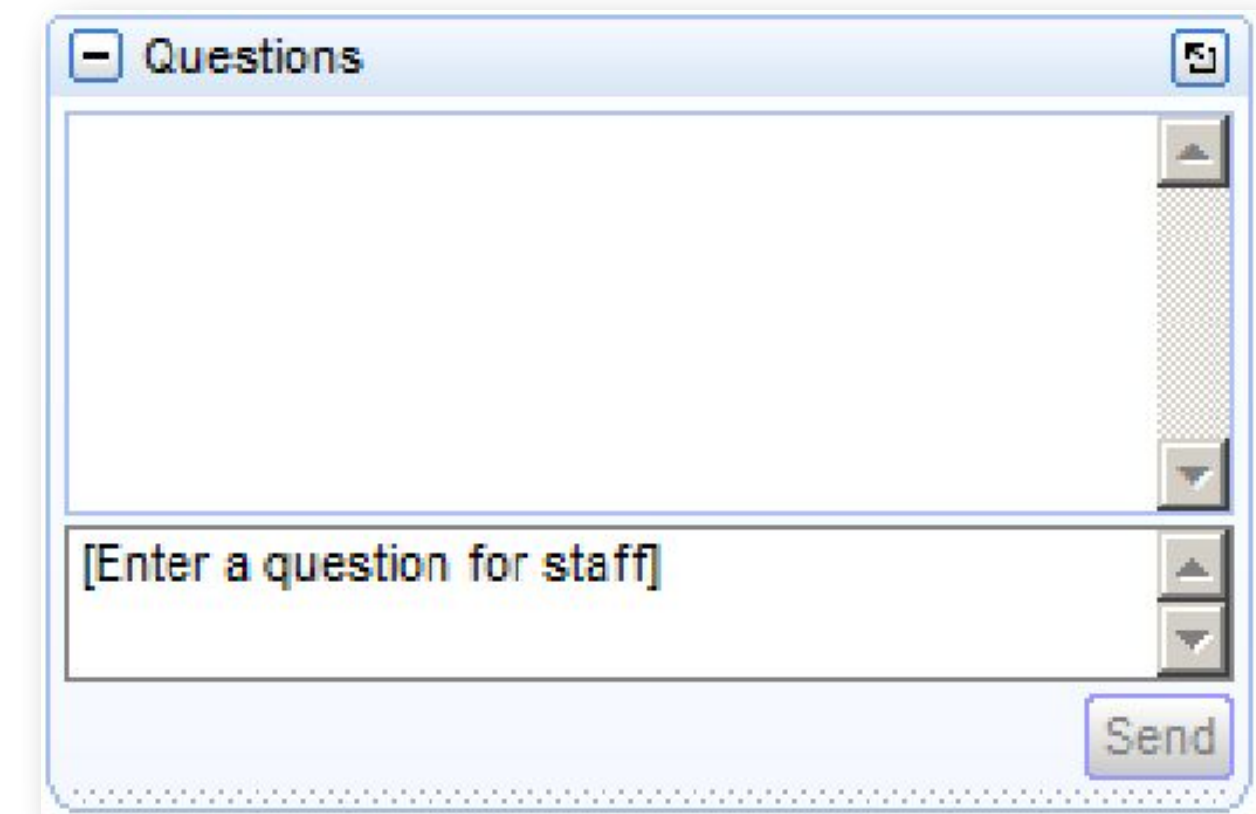


Webinar Reminders

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Our Panel of Experts



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David Hutchinson
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Maryann Kerr
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Sara Forte
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Lead with:

1. *Vulnerability & Confidence* – Being a leader doesn't mean having all the answers. Share your own vulnerability and your optimism and confidence about the future. (Follow Brené Brown)
2. *Trust* – Check in, not up on your teams (Follow Lianne Picot)
3. *Transparency* – Be open, honest, and communicate regularly. Be your teams' source of information. (Communication)
4. *Kindness* – Remember that while this is a collective experience it is also a unique experience. (Empathy)
5. *Generosity* – Be as generous as you can. This too shall pass. (Compassion)

From the Elders of the Hopi Nation, Oraibi, Arizona, June 8, 2000

"The time for the lone wolf is over. Gather yourselves! Banish the word struggle from you attitude and your vocabulary. All that we do now must be done in a sacred manner and in celebration.

"We are the ones we've been waiting for."

- **Layoffs, Work-Sharing and Subsidies, oh my!**
- **Labour Cost Reduction Strategies**

Strategy	Key Risk
Temporary Layoffs	Severance pay liability
Reduce fringe benefits/perks	Constructive dismissal if over 20%
Hours or pay reduction	Constructive dismissal if over 20%
Wage Subsidy	Pay employees then subsidy denied
Work-Sharing	Limited scope, employees and gov must approve
SUB	Gov must pre-approve, gratuitous pay
Over work after 7 days to employees on EI	EI is reduced

Amanda Rocheleau, BSW, MSW, RSW



- Physical health and safety is not the ONLY priority that organizations should be considering for their staff
- The risk for psychological health and safety issues are high now
- What can leaders do?
 - Collective self-care
 - Watch for signs of burnout
 - Help them manage guilt
 - Create guidelines to help manage workload/hours of work
 - Be clear about expectations
 - Ask questions and listen

- **We've always had uncertainty. Now the veil has been lifted.**
- **Vision-based leaders will thrive in this time.**

What can you do:

- + pivot, don't quit
- + less time, higher frequency management
- + change time horizon for goal setting
- + personal > perfection

David Hutchinson



- You still need a talent strategy
- Get creative with retention
- If you can afford to hire, do it

Q & A - Panelists



For a charity, what is the best program that the government is offering to assist with staff salaries?

How do you recommend going about hiring without appearing insensitive while many people, in the charitable sector and other industries, are losing their jobs?

What mental health concerns do we need to address at this time?

What are the best practices for determining whether to temporarily lay off an employee (in light of CERB, SUB plans, govt wage subsidies etc)?

Q & A - Panelists



How do we lead a high-performance remote work culture?

How can I effectively support my team members who are struggling emotionally when working remotely?

In these times of remote working, how do we best handle staff changes, such as interviewing, hiring and firing?

Q & A - Panelists



Being a leader for over 100 volunteers what would be your ideas and thoughts?

How should we proceed with hiring for fundraising positions? Should we do anything differently?

As leaders, how do we effectively manage our team's time and priorities while also being sensitive to our own needs?

Questions?

Get in Touch!



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