



Leadership  
Awareness &  
Adaptability in  
a Dynamic  
Workplace

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Managing in a post-  
pandemic work-  
place

Change is everywhere....

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The last couple of years have  
taught us that work can be  
done in various ways...

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Organizations are changing  
at a fast and furious pace.

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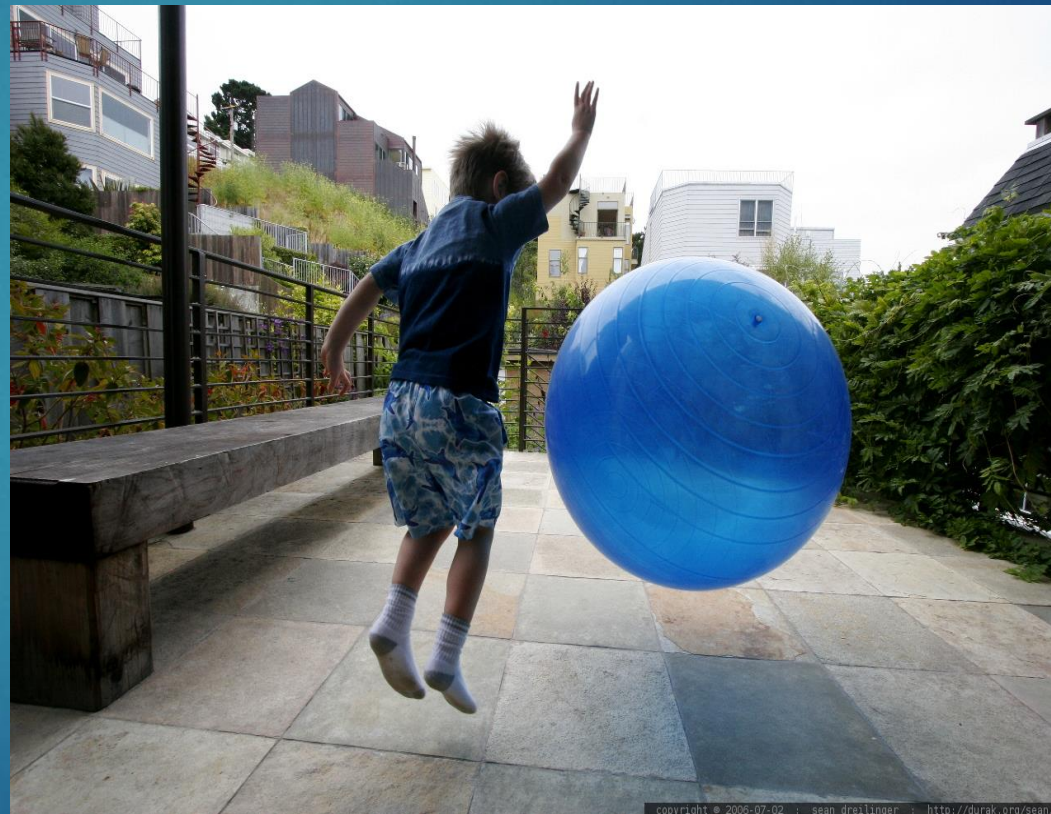
How do you support your  
organization and still  
accomplish what you need?



What did you think about this topic coming in? What are you expecting?

We can have as much fun with this as we want???

I am sure there are many stories and collective opinions in the group....



There are 3 lines in the supermarket

Line 1 = 1 person with 40 items

Line 2 = 4 people with 10 items

Line 3 = 4 people with 5 items

The cashier in line 3 decides to break things up because customers are in a hurry.

2 from c#1

3 from c#2

5 from c#3

1 from c#4

1 from c#1

2 from c#2

etc.....

# Icebreaker

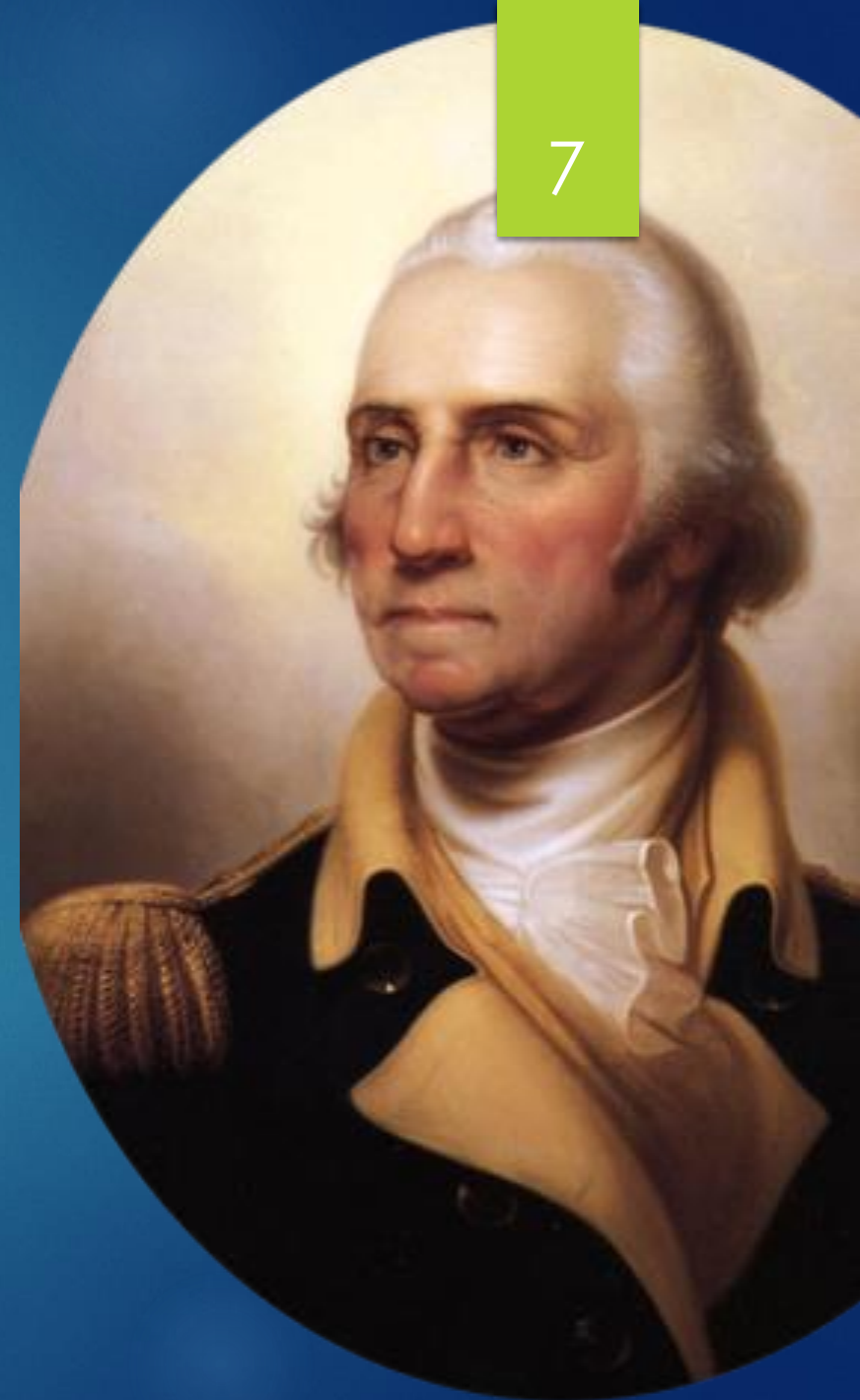
## Our Current workplace...

- Remote
- Hybrid
- In Person



# How do you show up as a leader?

- ▶ Democratic (Participative)
- ▶ Autocratic (Authoritative)
- ▶ Transactional (Delegative)
- ▶ Transformational





### Democratic

Includes the team in the decisions  
(shared leadership)



### Autocratic

Knows the mission and leads toward the goal



### Transactional

Rewards individual achievement and punishes under-performance  
(Traditional)



### Transformational

Inspirational with no established protocol. It will allow for creativity.



Most perceptive leaders can change their style depending on the situation...

What do you build on when not everyone is in the same place physically and emotionally

HOW DO YOU ENGAGE NEW EMPLOYEES??



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## What is CULTURE

the set of practices, qualities, artifacts, reward frameworks, and customs which design an organization. One can "sense" culture when he or she joins an organization, since it is often evident in individual's attitude.

# Our new world is changing...

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- ▶ The office has traditionally been the way that we have organized our industrial culture
- ▶ Now we will need to harness individuality to drive common team goals even when we are not collocated
- ▶ There will be value in flexibility and agility to tackle difficult situations and to manage the differences and individuality of team members



# Definition of Communication



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**Communication is defined as:**

***“The Organization of Feeling & Thinking Energy & their Transmission in the form of a Message, Verbal or Non-Verbal”***

## ► **Key elements of this definition include**

- Exchange of information
- Verbal and Non-Verbal
- Between sender and receiver
- Reveals part of yourself – words, tone, facial expression etc.
- Receiver interprets



How do you read the room?



# Statistics

- ▶ More than 3 million women have exited the workforce since the pandemic
- ▶ 4 million Americans quit their jobs in July 2021 (The Great Resignation)
- ▶ 6 out of 10 Employees say that they can work from home
- ▶ 25 percent of employees changed occupations



# Statistics

- ▶ Generation “Z” will make up 27% of our workforce in 2025\*
  - ▶ Gen Z (1997 – 2012) have different values and different skills
    - ▶ Company brand must align with their values
    - ▶ Important to GenZ is Diversity Equity and Inclusion
    - ▶ Pay is important - 54%, Want direct feedback – 60% value human connection – 90%\*

\*\*\*\*\*

- ▶ Millennials make up 35% of the current workforce
  - ▶ Millennials (1981 – 1996)
    - ▶ Strong focus on work-life balance

Forbes: Ashley Stahl May 4 2021

# Changing world... Stay relevant

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- ▶ Boundaries vs. blurred boundaries
  - ▶ Kitchens and bedrooms became the office
  - ▶ 2020 offered lots of free time (usually for concerts and theater)
- ▶ Now there is a Tik Tok phenomenon called Quiet Quitting – dialing back effort. This means just putting enough effort so that you don't get fired. However, not going above and beyond (Saying no to hustle culture)

# The Great Fix

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Add a footer

- ▶ The current trend to fix this has been to throw money with big sign on bonuses or student loan payments
- ▶ Letting people resign and replacing them is the transactional solution
- ▶ Transformative leaders will look at what can be changed or improved or changed
- ▶ We need to look for long term strategies not short-term fixes... we need to grow and develop our organizations and our people

\*Ted Bauer and Jay Dixit, NeuroLeadership Institute

# Burn-Out

Employees that work remote sometime cannot make distinctions between work time and their time....

Employees on site feel that they need to cover others not on site

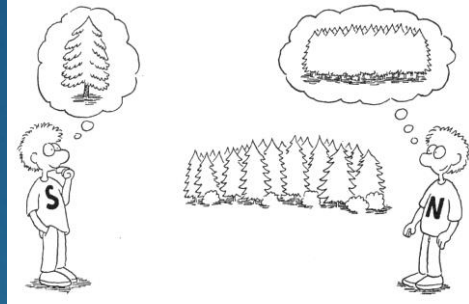
APA's 2021 Work and Wellbeing survey:

- 79% experienced work-related stress
- 60% reported negative effects such as lack of interest, motivation, energy and lack of effort
- 44% reported physical fatigue
- 36% reported cognitive fatigue
- 32% reported emotional exhaustion

# 1. Personal Preferences & Change

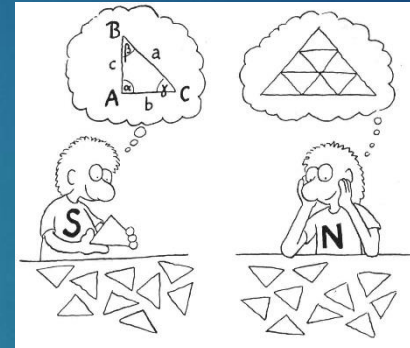
Myers-Briggs

# Sensing-Intuition



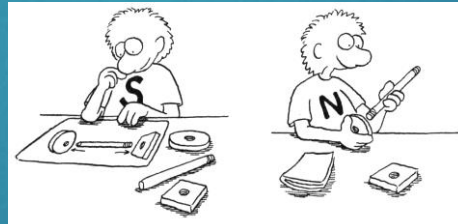
Sees a tree

Sees the forest



Recognizes details

Recognizes patterns 'the big picture'



Reads instructions, takes care of details

Follows his gut feeling. Will only read instructions if nothing else works



# Thinking-Feeling

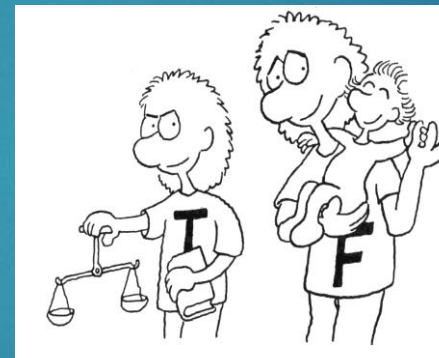


It would be reasonable...

I like...

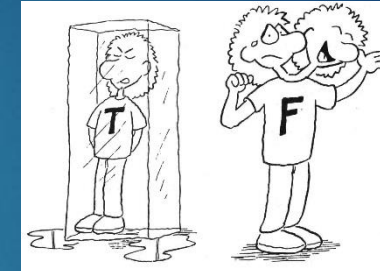
**Loves logical reasoning**

**Prefers personal beliefs and values**



**Appreciates truth and justice**

**Appreciates harmony and relations**



**Sees an F-type as... inconsistent & too emotional**

**Sees a T-type as... Cold & too rational**

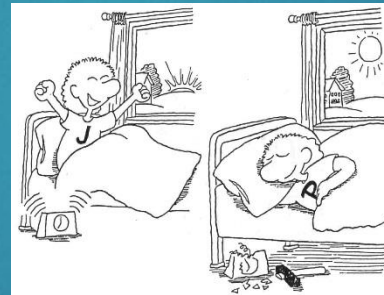


# Judging-Perceiving



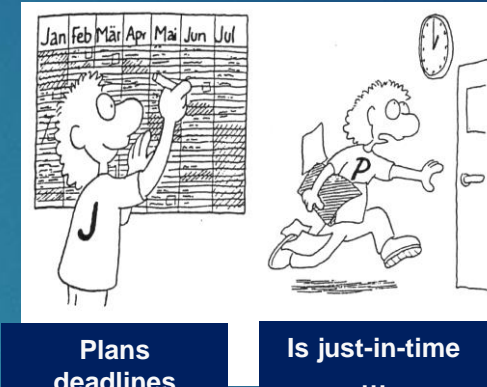
Loves clear processes & routines

Loves variety & diversity



Prefers a well organized life

Prefers a flexible way of living



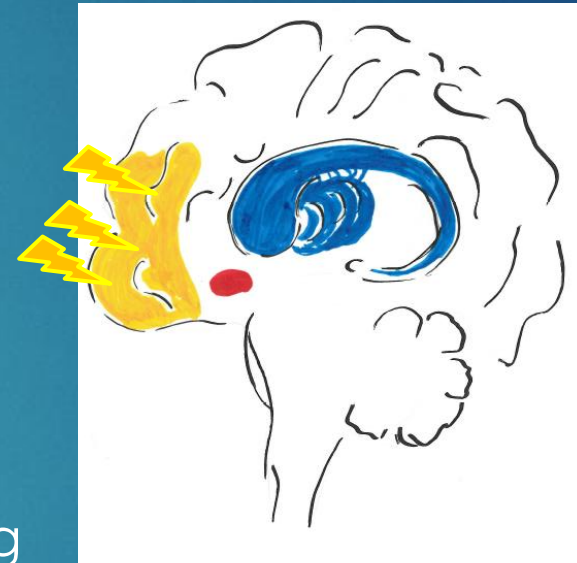
Plans deadlines & keeps them

Is just-in-time ... or just-too-late

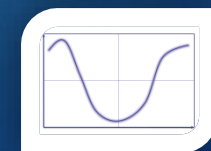
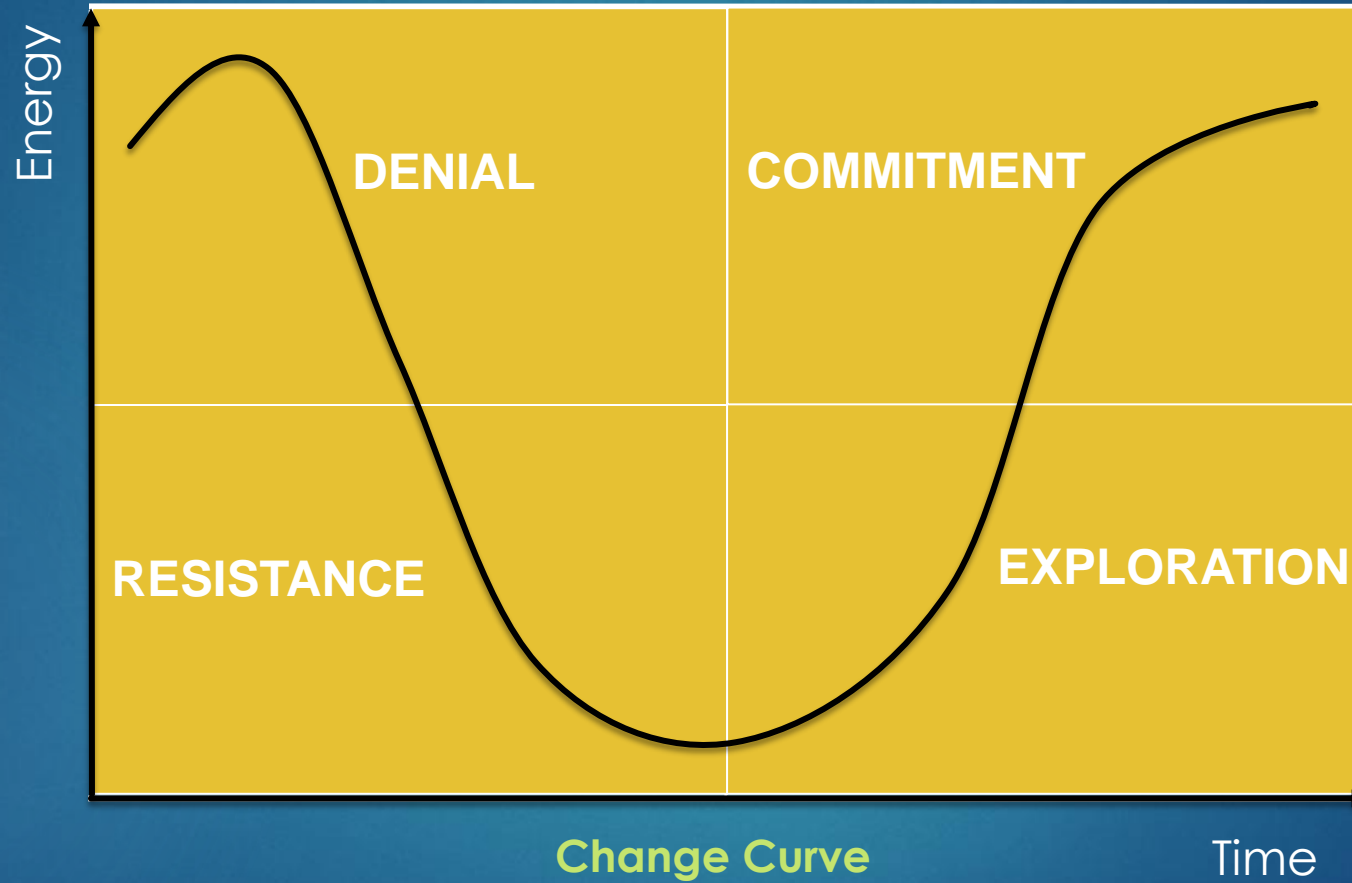


# Why Stress Modifies our Perception & Weakens our Decisions

- ▶ During a **threat response** neuro transmitters suppress activity in the frontal lobe (**yellow**)
- ▶ Working memory, concentration, inhibition & rational thinking all take a **nosedive**
- ▶ The working memory is needed for creative insight, analytical thinking, problem solving & even just simply holding in our very short-term memory
- ▶ Trying to handle **social interactions** elegantly becomes very **challenging**



# The Individual Change Curve



# How do you....

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inspire  
resilience



empower and  
energize



build  
performance



motivate



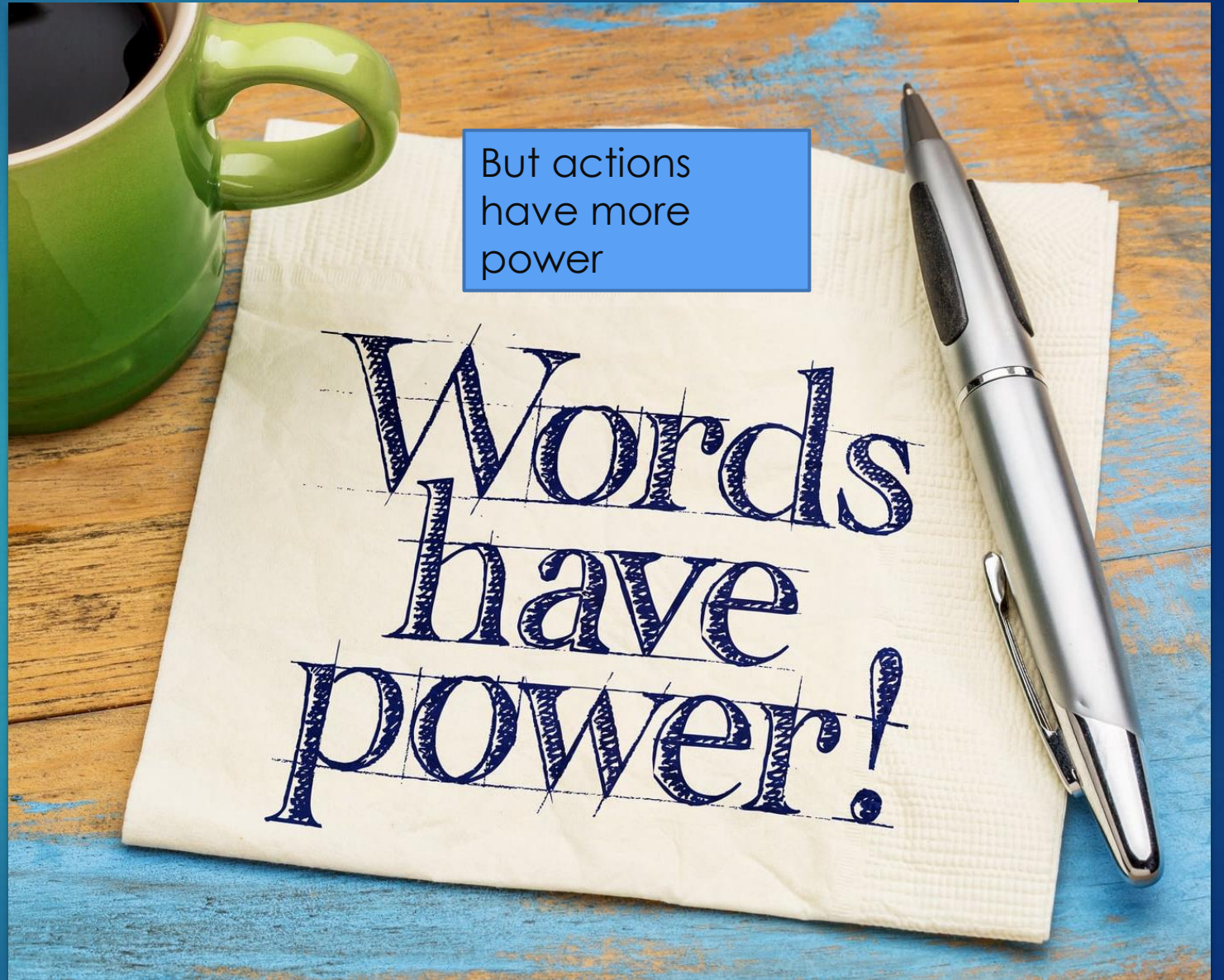
have fun

# Why We Need To Be Invited

- ▶ Our **Core Emotional Need** is to **Feel Secure,** to be **Valued & Appreciated**
  - ▶ Social rejection leads to physical pain
  - ▶ Social rejection decreases IQ-Test-Results by 20%



# The Vital Role of Communication



# Leaders play an important role...

- ▶ It is important to recognize great work... tell employees that they are doing a good job
- ▶ Offer support – encourage employees to seek support and help them find ways to reduce stressors
- ▶ Promote a healthy work life balance – Life happens (lead by example!)
- ▶ Set realistic expectations....It's ok for something to be left for the next day and have more realistic deadlines

**Be the kind  
of leader  
that you  
would  
follow.**

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**Don't forget to have  
fun while Leading**



*That's all Folks!*

**Thank You!!!**