

# Coronavirus – Shifting the Landscape

In today's world, where the unusual is to be expected and life can change in the blink of an eyelid – Covid-19 landed to drive the point home on a global scale!

Most companies, of all sizes, around the world, will agree that there has been no time to prepare, no opportunity to develop change-management strategies for people or create new business models. Transformational change has been thrust upon us all, and it will take true resilience to emerge, appropriately changed, intact and ready to step up in a very different world.



**METACO**

**Maximising Potential**

# LEAD WITHOUT LIMITS IN THE NEW WORLD

...where crisis is the  
new normal

Over the weeks, maybe months, tactics for overcoming the global Coronavirus Pandemic are being implemented. We believe this is a time for us to be responsibly careful rather than panic, reflect and adapt, to read great books and learn from the best, and to be resourceful rather than withdraw. Our work with our corporate clients in gathering the focus of the entire organisation towards their common goals, in managing disruption and unprecedented change, and anticipating a future nobody understands is more relevant than ever at this time.

We will continue to work with our existing clients in navigating their way with agility through the challenges of this time into a radically changed, still unknown, new era waiting on the other end. Not face-to-face for now, fortunately we have all the features of Zoom and advanced skills in using them, which enables us to work creatively and effectively with distanced teams. We also welcome new client organisations, whose leaders are ready to embrace new ways of thinking and working, to embark on their own journeys in readiness.

More than two-thirds of South Africa's working force today is employed in a small business, making these the mainstay of our already fragile economy. Metaco falls into this category. The fact is that if we do not all do everything possible to safeguard both people and the economy, the consequences will be severe. To this end, we are using our spare capacity to work with vulnerable small businesses and their leaders on a pro-bono basis to help them weather the crisis.

From an operational perspective, we have developed the measures below to remain open and fully functional during this time, when it is more crucial than ever to remodel old leadership approaches. It is therefore business (almost) as usual with clear precautionary measures in place.

We have temporarily closed our offices, and our team members and the associates that work with us will all be working from home. Over this period you can expect the following from us:

## Resources

- [Coronavirus SA](#)
- [WHO Coronavirus disease \(COVID-19\) advice for the public](#)
- [Center for Disease Control and Prevention](#)

# Changes to Programmes

## *Systemic Leadership Team Coaching*

This is not a time to hunker down and put all development on ice - rather it's a crucially important time for leadership to engage and proactively plan for the future. There will be life post the Coronavirus Pandemic passes, and it is essential that your senior teams be ready and prepared to step up to the unknown and significantly different world that emerges. Systemic Team Coaching will help develop the foresight and resilience muscle for leading the company with agility through ongoing multiple waves of change, as the world resets. The consequences if your company and your people find themselves dangerously unprepared and unequipped are daunting.

Systemic Leadership Team Coaching is already well adapted to the virtual environment – given that most teams today have members based across multiple locations. Our Zoom video conferencing platform allows for action-oriented virtual team coaching sessions that deliver an equivalent impact to those of face-to-face team coaching. There has seriously never been a better time to get started!

## *Individual Executive and Leadership Coaching Programmes*

People engaging in individual coaching programmes for the foreseeable future will continue to meet with their coaches as scheduled over Zoom, our video conferencing platform. You will need a good, stable WiFi connection and a quiet, confidential space to connect. Your coach will send you a link, and all you need to do is click onto the link and join your coach in the virtual meeting space. Make sure that you have headphones connected or the sound is turned on!

Whilst we feel it is better to use Zoom from a laptop or desktop due to the size of the screen, you can also join very effectively from your mobile phone.

Please reschedule if you feel unwell in any way, as whilst online is a safe way of connecting, you are unlikely to get the best value from your coaching session if you're feeling under the weather.

New individual clients are especially welcome – this is the perfect opportunity to spend some time on your own leadership capabilities, and elevate your thinking, skills and attributes to a whole new level!



## *Systemic Team Coaching Certificate and Diploma Courses*

We are currently still taking registrations for our in-person Systemic Team Coaching Certificate courses in July and October respectively. This situation will be monitored and if necessary, they will be rescheduled.

We will be following the recommendations of the government in this regard and will only run these courses again once it is considered safe to do so. We take your health, and that of our people seriously and would not want to compromise this in any way.

We anticipate that the next Systemic Team Coaching Master Practitioner Diploma programme will begin in late January 2021. This is subject to sufficient numbers, so please let us know if you are interested in participating in this globally acclaimed programme or be in touch for more information.

## *Systemic Team Leadership, Advanced Communication Skills and Change-Agility Workshops*

We have put on hold all of our other open and inhouse in-person workshops for the present time and will reschedule these once it becomes feasible to do so.

We are however in the process of converting our 2-day workshops into modular online workshops for group or team attendance, and these will be available in the very near future. We can also create bespoke online programmes for your company, designed to your specific needs.

Consider these seriously while you have employees working from home. It's is an uplifting way for them to connect and learn life-changing new concepts and skills in a fun, action-oriented way. Perfect for using their unusually available time in a creative way that adds immense value.

**We appreciate your continuing partnership with us through this time. Your support during this time means a lot to us, and in return, creating exponential value for the future with your leaders and leadership teams.**



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