



Highland Consulting Group INC.  
PARTNERS FOR POSITIVE CHANGE  
CHANGING THE WORLD, ONE LEADER AT A TIME...

## August 2020

# LEADING DURING THIS CRISIS & BEYOND

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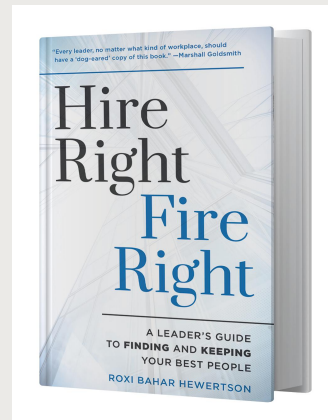


### YOUR LEADERSHIP MATTERS!

Like you, my world and work have turned upside down and inside out since March 2020. Covid-19 has thrown us all into an unfamiliar, complex, scary, multi-dimensional space. You may be working virtually and doing your best to meet everyone's needs. You are trying to be agile and pivot gracefully so you can lead your staff and your organization, all while taking care of your family and friends. We are reinventing ourselves every day it seems, and by necessity, learning new pathways, new skills, and finding new ways to navigate these troubled waters.

### READ THE PRESS RELEASE ROXI'S NEW BOOK IS NOW AVAILABLE!

Many thanks to [Marshall Goldsmith](#) for gracing the front cover with his kind words! Even during Covid, we may still have to hire, retain, and say goodbye... Let's do it right!



Friends and Family  
Pre-Order Publisher Discount  
Form Available [HERE](#)

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### PAYING IT FORWARD

ROXI'S ON-LINE LEADERSHIP  
COURSE is STREAMING  
**HERE NOW**  
**LESS THAN \$50 FOR  
90 DAYS ACCESS!**

As a leader at home and at work, the MOST IMPORTANT thing you can do to serve others in your life is to keep your own well-being front and center. Nothing matters more. Each of our emotions and our responses to current events are real and matter.

This is THE TIME when your **Emotional Intelligence** needs to be as turbo charged as possible for yourself and for those you lead. **READ MORE HERE** about the 4 EI quadrants and leadership competencies as you make choices and decisions. There are many great resources to tap into and learn more about growing and demonstrating your EI competencies. One of those resources is located in my book: [\*Lead Like it Matters... Because it Does!\*](#)

### FURLOUGHS WITH EMPATHY

Furloughs with Empathy: I recently wrote an article to be published in HR.com next month about leading through these tough times, how to create a culture of compassionate furloughs if necessary. Many of you are either having to layoff and/or furlough staff, reduce staff permanently, or find other creative solutions to address the financial impacts of COVID-19. **HOW** YOU communicate and comport yourself today and tomorrow with your employees is critical to your long term future – and there will be a future. **READ MORE...**



## Leading With Impact: Your Ripple Effect



**Roxi Bahar Hewertson**

This is the on-line individual version of our live 6-day course with nearly 5 hours of interactive learning sessions with me - in your space at your pace. All the materials needed for the course are provided. Enjoy!!

### RESILIENCE

Taking care of ourselves and others during this triple "perfect storm" of Covid-19, economic trauma, and civil unrest, requires us to pay attention to our own resiliency and help others do the same. We've all experienced tough times in our lives - losses and failures, grief and risk and much more. Today we are alive and doing our best and that means we ARE resilient. AND... our normal levels of resilience may need some help. So please reach out for the help you need from friends, family, experts, coaches, therapists - whomever might help you and those you care about navigate the rough waters we are all living through.

**Read more about resilience and how to increase it [HERE](#).**

**We're In This Together!**

# HOW CAN I HELP YOU?

I want to support leaders every way I can. Here are some options:

- **FREE COACHING CALL 20 minute with Roxi for the FIRST 8 EMAIL requests received**
- **COACH LEADERS** - I offer both Pro bono and paid Executive Leadership Coaching - pricing depends on the client's current situation and needs
- **SPEAK at your virtual event**
- **WORKSHOPS** - Design and Facilitate virtual/live customized Sessions
- **WEBINARS** - Deliver Live or Recorded
- **TEAM COACHING**

Everything I do with and for you, is customized, virtual, interactive, fun, and engaging for participants.



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