

## Ultimate Checklist:

# Surviving an Economic Downturn With Talent Optimization

*As you apply your new insights within your company, use the checkboxes to stay on track.*

## Pre-Work

- Develop a thoughtful internal communication plan.

## Design

- Form a crisis response team.
- Map out best-case and worst-case scenarios.
- Adapt business strategy in light of changing circumstances.
- Examine the behavioral makeup of the senior team.
- Address gaps between leaders and strategy.
- Increase senior team self-awareness.
- Consolidate and alter teams as needed.
- Identify the right internal talent to fill new roles.

## Inspire

- Create opportunities for individuals to grow and develop leadership capacity.
- Build manager self-awareness.
- Empower managers to tailor communication and leadership styles.
- Identify and redesign for communication gaps created among team members.
- Reinforce and reward core values and expected behaviors.
- Recognize and reward behaviors associated with new strategic emphasis.

## Diagnose

- Determine what remote engagement looks like.
- Redefine what metrics matter most.
- Measure employee engagement data.
- Create a plan for checking engagement every three months.
- Create an action plan, keep it updated as you collect more data, and track progress.

## Hire

- Re-evaluate job requirements in light of shifting circumstances.
- Discern demand as it applies to the organization.
- Reorganize priorities according to new business conditions.