

Insights inside!

“What a time!” A sigh that you hear everywhere and which is justified when you look back on the last few years:

The shock of the lockdown in March 2020.

The sometimes breathless hustle and bustle of regrouping, reacting, saving what was possible.

The flaring up of concern for vulnerable relatives, and our own futures.

But also the feeling of being trapped together, of solidarity in the middle of isolation, and the effort to maintain virtual relationships.

With the warmer season and the relaxing of restrictions, the newly acquired work-from-home routine developed qualities that were previously unknown: self-determination, select personal contacts, time for family, dinner together, outdoor activities.

Christmas 2020 was the celebration of a strengthened sense of family with the balance between attention to safety and the joy of meeting others.

Then the vaccination! Light at the end of the tunnel! But at the same time some doubts: Necessary? Safe? Enforced? Closeness, attentiveness, solidarity are being exhausted little by little; sheer nerve and ideologies are determining the pace of forward movement.

Because one thing is clear: there will be no going back:

What used to be taken for granted now has to be renegotiated; broken relationships have to be mended again; and breaches of trust have to be bridged.

Yes, what a time! There is so much to do! In addition to all the challenges, Corona has given us all **3 insights** that we can use wisely:

Every month, we invite our clients to share the mood at their workplace with us:

Spirit of November: A Time for Reflection

A quiet conversation over a hot chai: In a small circle with 'your' ARGOnauts whenever you find the time, or on the last Friday of the month (i.e. **November 26 at 4 pm**) at the monthly get-together of all ARGOnauts.

And better safe than sorry: All ARGOnauts are fully vaccinated. Tests are also available if needed, and our 190 sqm roof terrace guarantees plenty distance and fresh air: a nice glass of tea in hand will warm you up for sure!



Photo: Fahrwasser / AdobeStock

social

Outlook:



Just like every year, ARGO will be offering a workshop at the 19th Process Management Summit, with **Christa Slowak to give a lecture titled "Strengthening Resilience in Challenging Times"**.

Participants in this workshop will learn about the factors influencing their own resilience, how to boost it in themselves and promote it in their own process teams.



Dieter Bernold will also be there with his presentation "Mindset Change: What does it mean and how can it work?"

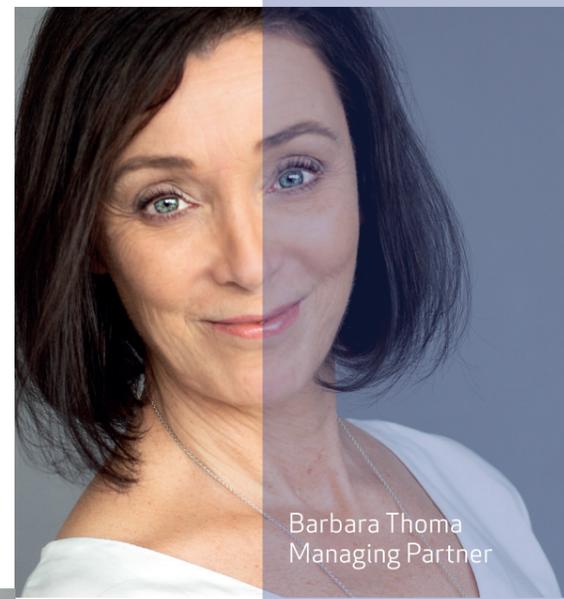
The Summit will take place on November 16 & 17, 2021 at the Orangery Schönbrunn (Schönbrunner Schloßstrasse 47, 1130 Vienna).

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Insights inside!

1.

Mental Health matters!

It has never been more clear for all of us that mental health and well-being impact our performance - we have all felt it! The need to pay attention to this, and both to offer and seek support, have never been more apparent.

Let us use the opportunity of this increased awareness to discuss long overdue issues, to straighten things out, and to regain our productivity.

2.

Relationships needs Quality!

Even the biggest fans of social media and the strongest advocates of economical online meetings have learned to feel the difference between when and for what these media do great things - and when they don't. Everyone has experienced the "hunger", as it is called in the specialist literature, of being able to speak, discuss, recognize, eat, drink "in real life" with people again - and the wonderful feeling when this "hunger" has been satisfied!

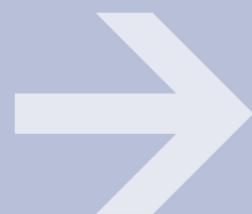
Let's keep this perspective and use online meetings where it makes sense, but let's use the quality of the live exchange - now that we now know very well - that nothing else comes close to having the same effects!

3.

Leadership makes the difference!

"Show leadership": a term that probably appears in every round of bullshit bingo. And yet, at those moments of profound change, what a relief that someone inspired the first steps into the new territory! At those times when issues were getting out of control and the overview was lost, how helpful it was when someone actively pointed out the bigger picture! When it seemed that we had lost contact with everyone we knew, how good it felt when somebody finally took the initiative and reached out! Even if we couldn't give an answer, how good it felt when somebody asked how we were getting on! Of course, that someone wasn't always the boss - but they were definitely a leader!

Let's transform these experiences and strengthen our own leadership - away from the bullshit buzzwords!



With all the problems that my industry and also we from ARGO had to contend with during this trying times, we are happy to offer exciting and value-creating learnings about these very three insights so that all of us being able to say "Remember those times?" with a chuckle instead of a sigh a year from now!

facts



Ronald Thoma
Managing Partner



Your leadership skills are more in demand than ever.

In support of this challenge, Ron Thoma has recorded a five-part podcast in German with some practical tips for you:

- 1: *The strong man in a crisis: leadership styles and their impact*
- 2: *Self-help for managers: Techniques for crisis management*
- 3: *Employees in virtual distress: Security in uncertain times*
- 4: *Women lead differently, men too: perception or reality?*
- 5: *Young Leader Next Generation: How to lead in a crisis*

Give it a quick listen:
<https://www.buzzsprout.com/1775041>

aboard

ARGO is looking for staff in all areas!

We are currently advertising three full-time positions in the fields of project management, office and training respectively.

Read more at: <https://www.argo.at/category/job/>

**JOIN OUR
TEAM!**