



PART OF THE
TurnaRound
TABLE SERIES

Here is a sample selection of some of the “challenges & solutions” shared at the tables on the day...

Challenge: To create an effective international virtual team

Solutions:

- Invest time in getting to know each other
- Focus on building relationships
- Create a newsletter and share pictures/hobbies etc
- Get to know their culture and respect it
- Seek their input/opinions
- Create a shared goal(s) and ways of working
- Create a feedback culture – ask for the feedback and then act on it

Challenge: Motivating & retaining staff in uncertainty/fear

Solutions:

- Take time out and engage staff in identifying a common vision, goal(s) and strategy
- Lead from the front
- Communicate with confidence and honesty – share both the negative and positive (danger and opportunity)
- Work on building transparency and trust
- Recognise effort e.g. create a peer bonus system i.e. colleagues can put a peer forward for a bonus either monetary or non monetary e.g. cinema tickets, a thank you etc – this will build a strong team at the same time
- Coach your people
- Be there for your people – talk to them, listen to them & be open
- Understand and set a direction for your business – concentrate on what (seems to be) the obvious next step(s)
- Focus on performance and fighting for survival together, “us” – engage in positive reinforcement
- Start making decisions without all the information

Challenge: Staying motivated yourself!

Solutions:

- Network to create energy, share ideas and problems/solutions
- Get out of your comfort zone – embrace the change/challenge
- Find a way to relax and switch off e.g. do sport or meditate
- Create an internal or external buddy system
- Get a coach or mentor
- Look after yourself – get fit & healthy
- Focus on the facts and go into problem solving mode
- Cut out the guilt on yourself and others – recognise the negative impact
- Use positive self-talk
- Focus on and look for the opportunity
- Set goals and forward plan – be willing to change / adapt the plan
- Laugh a lot
- Celebrate small successes



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Challenge: To retain last year's business target in spite of a more challenging tourist market

Solutions:

- Approach the target with a creative mindset. Don't stick to ways that do not work or just do what you did last year. Do something new or different, experiment!
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- Be prepared to fail and try again
- Create a strategic partnership / alliance
- Sell the product to organisations as a reward on a team day/night out
- Approach the "Diversity Committee" in organisations
- Target both the international and Irish home market
- Really advertise what you do / educate people
- Offer your facilities to newspapers/magazines for a photo shoot and gain free advertising that way

Challenge: To get SMEs and leaders within business to realise they need to take time out and be open to seeking external assistance with their strategies

Solutions:

- Start blogging
- Join a social networking site
- Write articles and/or a book on the subject
- Write case studies outlining the ROI (return on investment)
- Network
- Relay the success stories of such investments
- Create a media presence
- Employ a PR agency
- Adopt a positive mindset and role model the change you are looking to see
- Ask for referrals

Some Insights included:

- We can control things
- Take responsibility
- Be transparent & honest
- Take time out
- We are not alone
- Important to communicate and build relationships
- We can provoke each other to think differently
- Get Linked In