

# **Leading in the Throes of a Pandemic**

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Expert Support to Address  
COVID-19 Leadership  
Challenges



# Unprecedented Times Unparalleled Support

## **Healthcare Leaders are Stepping Up to the Plate...** ***And so are we.***

We believe that strong leadership is a critical factor to successfully navigate the rapidly changing landscape created by the COVID-19 outbreak. We take our role supporting leaders, teams, and organizations very seriously. For this reason, we have created a special global cadre of leadership coaches and health ecosystem leadership experts to support you through the specific challenges of leading during this time of uncertainty.

As people around the world grapple with the ambiguity and uncertain impact of the global COVID-19 pandemic, leaders, especially those within the health ecosystem, are being asked to step up to the plate. In this new environment, leaders are making complex decisions on a minute by minute basis to keep their workforces and communities safe, while also trying to maintain a laser-beam focus on delivering highly efficient and effective services in context of spiked demand and limited resources.

## **Expert Guidance. Specialized Support.** ***On Demand Delivery.***

TLD Group has mobilized our health ecosystem leadership coaches and consultants to help those on the front lines of the pandemic. We have adapted our solutions to be available during expanded hours, 100% virtually, and on-demand in key leadership areas. Clients can access our curated global faculty via an online platform or work directly with our core team to schedule delivery via video-conferencing software. Special leadership support to address the challenges associated with COVID-19 include:

- Navigating a Pandemic
- Leading in Times of Crisis
- Frontline Clinician Support
- Executing Under Pressure
- Making High-Quality Decisions in Uncertain Conditions
- Maintaining Focus and Balance
- Breathing and Mindfulness Practices
- Navigating Team Members' Anxiety and Fear
- Maintaining Morale in the Face of Change
- Leading Virtual Teams





# Leadership Support Services

## ***Critical Services to Support your Needs***

### **1:1 On Demand Coaching**

In a time of unprecedented pressure to demonstrate leadership and high levels of public concern, the performance of senior leaders is more critical than ever. TLD Group's coaches include former C-suite leaders and tenured health ecosystem consultants who have experience steering organizations through crisis and challenge. This service is available on a per session basis at the frequency and cadence that best matches your needs and can all be accomplished virtually.

### **Virtual Team & Group Leadership Development**

Teams are being asked to perform under conditions and environments that may be entirely new to them. Our expert faculty has extensive experience working with teams to enhance business results, engage trust, open communication, and align on shared vision in a virtual environment. This service includes 1:1 consultation with the team leader, custom designed content, live virtual delivery of content, and as needed communication with the leader and team.

### **Consultation with Health Ecosystem Experts**

Sometimes in crisis you need an expert in the room. Our faculty of health ecosystem experts leverage research-based content to help build knowledge on critical topics for leading through a pandemic. Consultations are focused on providing specific expertise to navigate the uncertain healthcare environment and drive required change.

## **How to Get Started**

For information on access and pricing, please contact your Client Relationship Manager or email [info@tldgroupinc.com](mailto:info@tldgroupinc.com)



# Select Faculty



## Karen Doyle Grossman, MA

• *Mindfulness* • *Maintaining Focus & Balance* • *Staying Strong Under Pressure* •

Karen's career has focused on enabling the genius of local communities to thrive in the wake of natural disasters, complex emergencies, and war. "I know that when a society's existing infrastructure and systems are no longer available or functioning, innovation and collaboration can be leveraged to fill the void." Her coaching practice helps executives access their gifts and intuition to discover more effective strategies for success. A current doctoral candidate in Leadership and Adult Learning at Columbia University, Karen's research focuses on transformative learning and leadership in the face of existential threats.



## Deb Elbaum, MD, PCC

• *Staying Strong Under Pressure* • *Maintaining Focus and Balance* • *Navigating Team Anxiety* •

Deb has been guiding others to think and act calmly and confidently for more than 15 years. An executive and leadership development coach whose approach combines neuroscience, embodied leadership, and measurable action planning. Deb's specialty is helping clients and teams understand their stress patterns and build up their toolkit of strategies -- for themselves and their colleagues -- to counter stress, so that they can think clearly and communicate confidently. "In times like these, we need our brains to be at their best so we can do our most effective thinking, communicating, and leading." Deb holds an M.D. from the University of Pennsylvania and a BA in Psychology from Harvard University.



## Richard D. Massimilian, MBA

• *The Economics of Pandemic* • *Executing Change Under Pressure* • *Business Acumen* •

Dick consults to CEOs and C-Suite leaders, many of whom are currently in crisis. "I am working with clients now as they make decisions about hiring bankruptcy attorneys, layoffs, salary cuts and other heart-wrenching decisions. I operate from a pragmatic, optimistic point of view, neither minimizing the current threats nor denying the need to prepare for worst-case scenarios, while simultaneously believing that in any situation, including this one, there are opportunities." Dick has an MBA in Finance from The Wharton School of the University of Pennsylvania, a former Wharton Public Policy Fellow, and serves an adjunct faculty in the Masters of Organization Development and Leadership Program at St. Joseph's University.



## Robert E. Simpson, Jr., DSW, MPH

• *Leading through Crisis* • *Executing Change Under Pressure* • *High-Quality Decisions* •

As the former CEO of an historic psychiatric hospital, the Brattleboro Retreat, Dr. Simpson knows well the challenges of guiding employees, state legislatures, business, political, regional and national leaders through critical strategic decisions in a time of acute crisis. He has a leadership and coaching reputation as an outcome focused, pragmatic and supportive transformational leader who can quickly assess and develop a focused plan for leadership success. As a doctoral level clinician with an additional public health degree from Harvard University, he has worked extensively with physician leaders enhancing strategies to create clinician and leader resilience.



## Sharon M. Weinstein, RN, MSc., CRNI-R, FACW, FAAN, CSP

• *Leading in Times of Crisis* • *Staying Strong Under Pressure* • *High-Quality Decisions* •

Sharon is an experienced speaker, author, consultant, and former nurse executive who has "been there, done that" when it comes to crisis. "As director of Premier's Office of International Affairs, I was in Russia when the Russian White House was burning and evacuated the Americans from our International Patient Department. As leader of People to People Programs in China, I was in Beijing during the uprising at Tiananmen Square and led my team of 30 to safety. As a passenger on China Air when the plane lost fuselage over Siberia, I assumed responsibility for a group of Japanese tourists and rerouted to Vienna. I know crisis, and I know how to lead individuals and organizations through stressors, focus on the goal, keep it simple, act, find balance, & prepare for the unexpected."

