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... Leadership is no small undertaking – even during good times. How then do you effectively lead during turbulent times when your company is facing industry or market headwinds, restructuring or during economic downturns? The first step a leader should take is to look inward and be self-aware. What are your emotional responses to turbulent times? **Leading through turbulence - Avant Internal factors leading to turbulence are mostly due to significant changes in company strategy, resulting from a deteriorating performance or M&A activity, for example, as well as internal seismic shifts as a result of leadership**

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succession or cases of serious deception (like the Volkswagen fraud case). *Leading in Turbulent Times* - IMD business school Leadership advice for leading people through uncertain times Be honest and transparent about the reality you find yourselves in. One of the fundamental truths of *The Leadership Challenge* ® is that credibility is the foundation of leadership : People expect their leaders to be honest, competent, forward-looking, and inspiring. *Leading in Turbulent Times: 5 Things to Remember* Lee "Leading Through Turbulence: How a Values-Based Culture Can Build Profits and Make the World a Better Place" por Alan Lewis disponible en Rakuten Kobo. Focus on PEOPLE and PROFITS will follow "Alan and Harriet Lewis

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