

Recovery Leadership Webinar ‘chat bomb’

14 May 2020

<https://knowledge.aidr.org.au/resources/recovery-matters-webinar-series/>

In this webinar on Recovery Leadership, presenter Elizabeth McNaughton asked webinar attendees to type their responses to the question below in that chat window, and press enter all at the same time.

This document shares the questions that the webinar attendees have about recovery leadership.

What is the number one recovery leadership question you have on your mind right now?

- Are we offering what is needed?
- How to last the distance?
- What is best way to measure recovery?
- How do we stop non disaster recovery leaders rushing into recovery?
- Transition to long-term recovery?
- How to support recovering communities during COVID 19
- How can I lead others when I am battling to stay on track myself, having been impacted?
- How long does recovery take?
- Are we going into recovery or transformation?
- Does Recovery change in a pandemic?
- How to I tell people which direction to go in and steps to take when there is no precedent for this incident?
- How do you 'upward manage' leaders in your organisation?
- Keeping my diary/calendar of contacts/relationships up-to-date. Is there a system out there rather than a dating excel spreadsheet maintained by me!
- How can we involve the community in planning for recovery?
- Getting the most out of my actions
- When does it end?
- How can I help to ensure steady collaboration?
- How do I support my team in the next phases of recovery during COVID?
- How do you get the right community members to join in recovery?
- How will we go back to normal?
- Where am I and how am I leading my team
- Where do I get training?
- How do we find out what we don't know?
- When will it end so we can start to recover?
- How do I build resilience?
- How do you manage conflicting priorities/demands by senior leaders?
- Why don't response agencies have funding to continue over into recovery?
- Triggers for stages of recovery
- How to find balance personal and professional
- How to get management to listen?
- How do you make the connections with the range of people needed, and should this happen well in advance of any disaster?
- Now to get back to a "normal life"
- How many generations does it take to get back to normal?



- Why does Gov always link recovery to increased welfare payments rather than mental health funding?
- Managing fatigue
- Trauma impact after some time has passed
- Managing elected officials rushing in
- Setting expectations for staff about what the future may look like (not going back to how things were)
- What is working well/how we've adapted that we need to keep moving forward into recovery? (Not revert back to business as usual)
- Financial viability of assistance to be provided
- What is the role of the arts in recovery?
- What can I do for you?
- How can I make my leaders work together?
- For me it is about avoiding fracturing and in fighting within the community as it moved into recovery phase over weeks and months
- Can I actually do this?
- How are you feeling at the moment?
- What should I be doing to train and prepare for a disaster?
- How to be genuinely community-led
- How to have yourself and all stakeholders on the same page in a recovery
- How to know we are leading in the right direction?
- Is it really what the community want and need?
- What do we do first?
- How do we fund the recovery?
- How do I transition away from recovery?
- How to keep going for the long term
- What is next to be prepared for?
- Who's leading?
- Am I fully prepared?
- What's my next step?
- Recovery can be slow - how do you keep going for the long haul?
- How can I champion our community members to lead their own recovery?
- How best to build trust with community?
- Have I equipped my team - where am I leading them?
- How I can set up sustainable programs and supports?
- Virtual communication for connection
- Who do the community usually see as recovery leaders? A member of their community or elected official? (not necessarily one and the same)
- How do I ensure I am meeting the needs of the most vulnerable?
- How do I know I am listening to the right people?
- How to work with others before the event
- How to cement improved strategies for future events
- Communication coordination
- How much more should have been done better prior to the disaster? (Hindsight bias)
- Increasing Resilience
- Covid vaccine
- Understanding where people are coming from
- How to cope with duration



- How do you know how long recovery will take - how many years of funding do you need?
- COVID 19
- How do I not project my stresses and anxieties onto my team? Trying to keep the kindness going :-)
- Where do you start?
- How can I get more involved in this area?
- What our next disaster will be
- Aligning/complying with/being prepared for Government timelines for easing restrictions
- How do we manage difficult relationships with local government?
- How do we convince people that it is going to take time?
- How to connect with (key people) others over zoom, rather than face to face? I started in this role 4 weeks ago during COVID-19, so haven't met anybody
- How to assist team with anxiety in making decisions in uncertainty
- When do we shift into recovery mode in a pandemic?
- Does recovery ever stop?
- How does one get the ICC to take your community needs as important?
- How do you shift to community led recovery?
- How will I be able to help people?
- How can I find a role for myself when I've been out of the workforce for a short while?
- How do I prioritise?
- What do you do when there are tensions arise between agencies?
- Accessing resources at the community level
- How does recovery blend with preparedness?
- What is the biggest need to assist with recovery in a local area?
- What is good leadership?
- What should we consider first in recovery?
- Where to start
- How do I ensure we can all recover to build back better?
- How do I convince others of need and complexity?
- How to get better coordination across services
- How to get in contact with individuals with disabilities
- Are we doing enough?
- How are the team travelling with the reopening to the public of our facilities
- How do you take care of your own welfare (mental and physical)?
- How do you manage community expectations when the resources needed to meet those expectations aren't available?
- Divide between health vs economic recovery
- How can the architecture industry reach out and ensure we are part of the built environment recovery?
- How do you prioritize when everything is urgent?
- How do we foster courage as a critical attribute at this time for transformation?
- Suggestion for best communication?
- Why won't state government even meet with me, to hear about my disaster recovery experience? There can't be that many people with international experience outside their team and offering to help!
- How to hear and elevate the voices of a diverse spectrum of stories within my community
- How do I best utilise the team of volunteers I have in their respective communities
- How do you make sure people with disability aren't left behind in recovery?



- How to manage expectations in a realistic manner?
- Am I doing enough?
- How do you lead a community into recovery when you are still in response?
- Is it ever too soon to start recovery, will people be offended if it's too early?
- How do you maintain wellbeing for your team if upper levels seem chaotic?
- How to break through all of the noise at the moment to reach the people who need help (especially during COVID where you can't physically reach them)
- What does community recovery from a pandemic look like?
- How do I keep asking my team for more after 4 disasters when they don't have much to give?
- How do we ensure the 'right' person gets the gig in leadership? the one with the right skills?
- How do you make it look so easy?
- How can you influence others during recovery?
- What will the recovery look like when we need to stay in physical distance?
- How to get started
- Collaboration keys
- Resilience of recovery staff who have also been first responders
- How do I make contacts in positions far above mine?
- What's the plan?
- How do we now define what normal is with so much that has happened and happening that has changed society so much?
- Beginning with the end in mind, does this compare with my charter?
- How do we ensure there is sufficient coordination?
- Does recovery start before the disaster is over?
- How to change the mindset of many from what they don't want to what they want?
- How to support local communities with limited understanding of recovery
- At what point does recovery end?