



# Leading in a Time of COVID-19

Linshuang Lu, Principal  
Nelson Parish, Senior Consultant  
Nancie Zane, Principal

With special guests:

Lynn Faria, EVP, SAGE  
Marianne Fray, CEO, Maternity Care Coalition



# Agenda



- Introductions
- Leading a Crisis Framework
- Leadership Experiences
  - Marianne, Maternity Care Coalition
  - Lynn, SAGE
- Questions & Answers
- Breakout Room Discussion About Your Experience
- Wrap Up



*We believe that mission-driven organizations with broad engagement and ownership contribute to a more **just, equitable and sustainable society**. We strengthen productive workplaces where people are empowered and share in the value they help create. We **develop leaders, build effective teams,** and **guide organizations** to create lasting impact and enduring value.*

# From Praxis



Linshuang Lu, MSOD  
(Pronouns: she/her/hers)

Nancie Zane, PhD  
(Pronouns: she/her/hers)

Nelson Parrish II, MA  
(Pronouns: he/him/his)

# Today's Guests



Marianne A. Fray, MBA, CAE, IOM  
Maternity Care Coalition  
CEO  
*(Pronouns: she/her/hers)*



Lynn Faria  
SAGE Advocacy & Services for  
LGBT Elders  
EVP  
*(Pronouns: she/her/they)*

## Vision

- We envision an equitable future where **all** families are healthy and connected, with all children thriving and ready to learn

## Mission

- To improve the health and well-being of pregnant women and parenting families, and enhance school readiness for children 0-3

## How

- Direct Service
- Advocacy
- Research

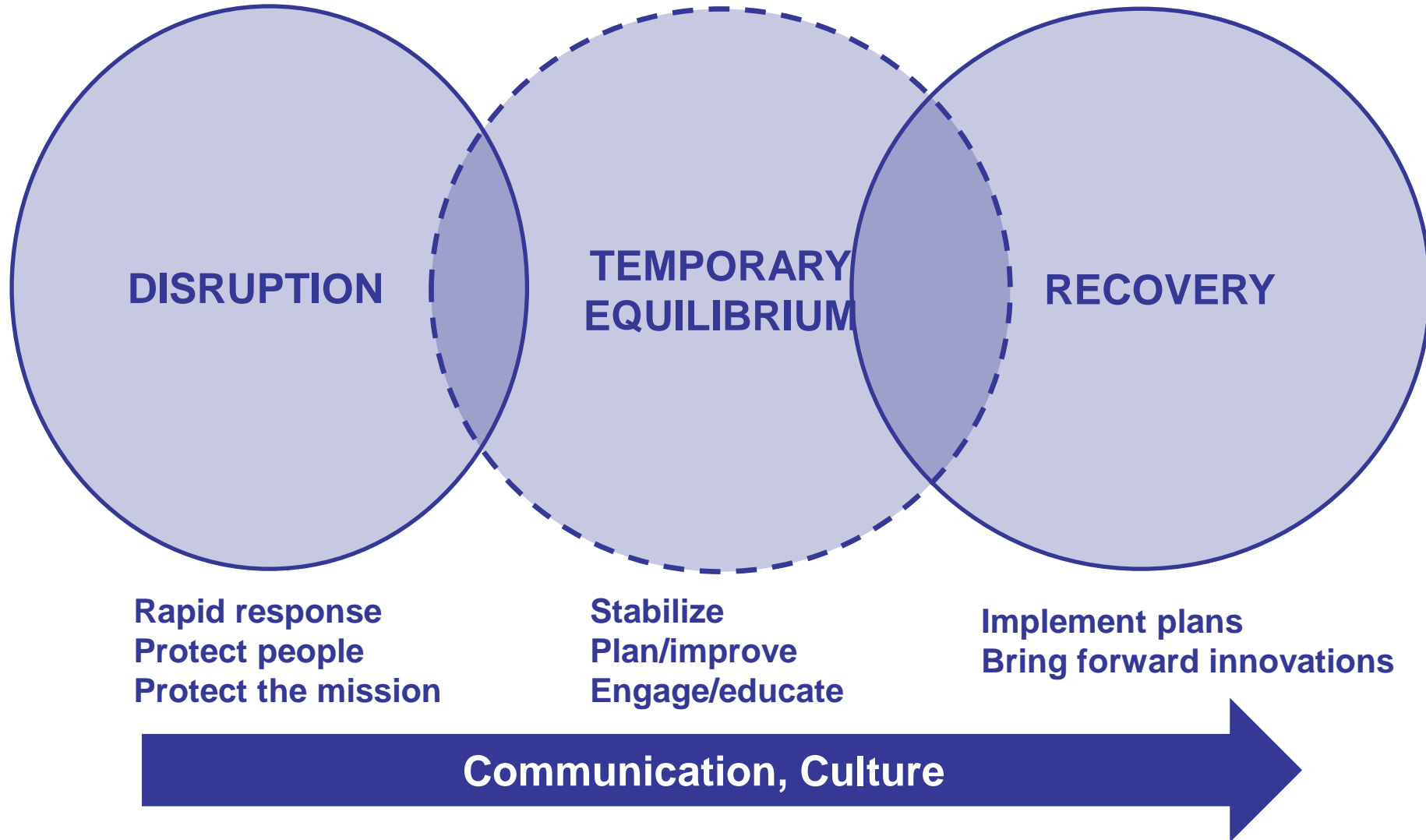
## Why



- Founded in 1978!
- The world's oldest and largest organization dedicated to serving and advocating for LGBT older people
- Mission: to lead in addressing issues related to LGBT aging



# Crisis: Three Phases





# Your Experience



Please respond in the Chat:

1. Where do you see your organization now in the framework?
2. What's a word or phrase to describe what your experience in your organization is like now?

# MCC & SAGE Experience



- Please feel free to ask questions or make comments via the Chat
- After hearing from both Marianne & Lynn, we'll respond to questions in the Chat



# Maternity Care Coalition Experience

## Coronavirus Threat

**Stay the Course  
Assign Duties**

**Evaluate**

**No Time**

**Time**

**Safety**

**Everything Else**



## Guided by Culture

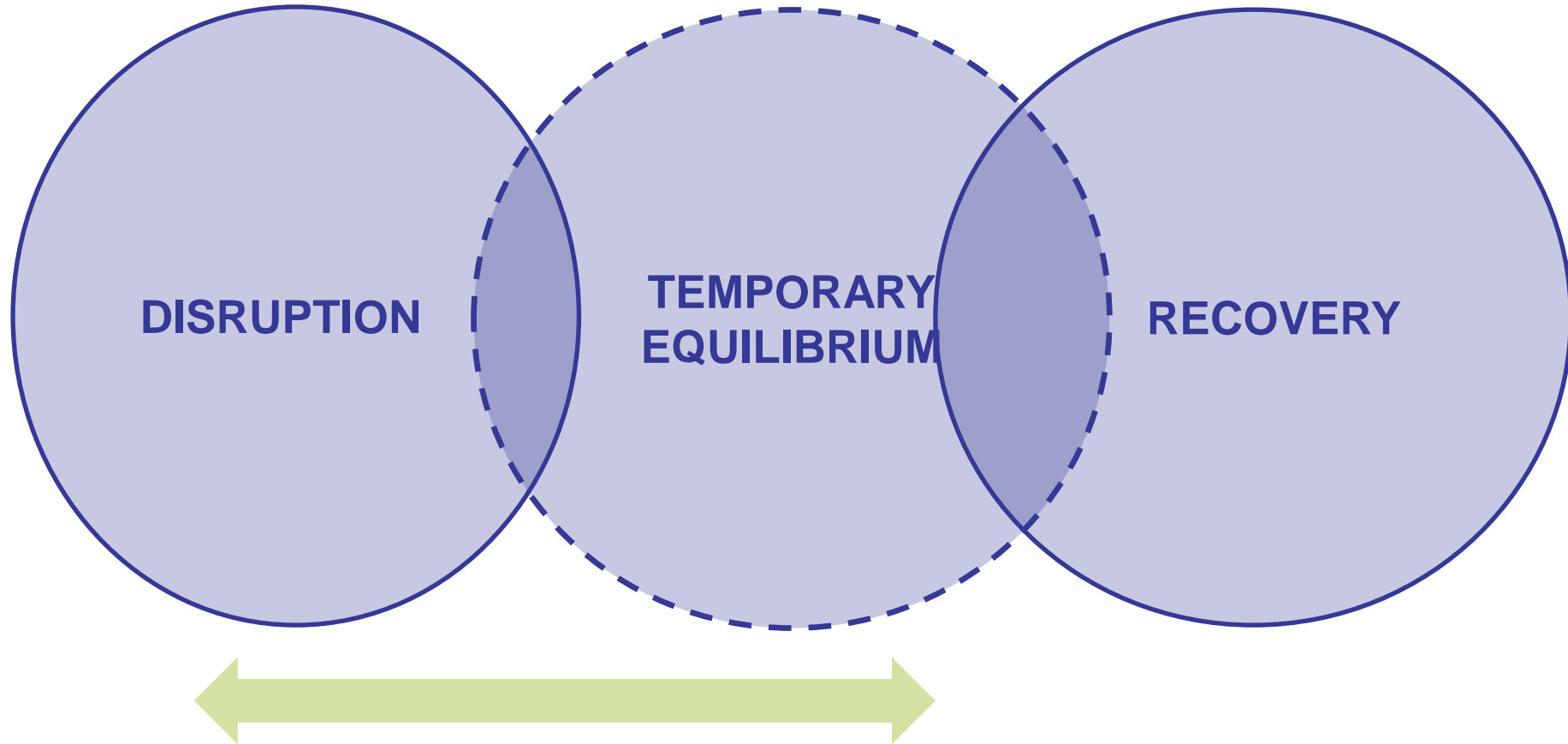
Everything  
Else

- Time
- Plan
- Communicate



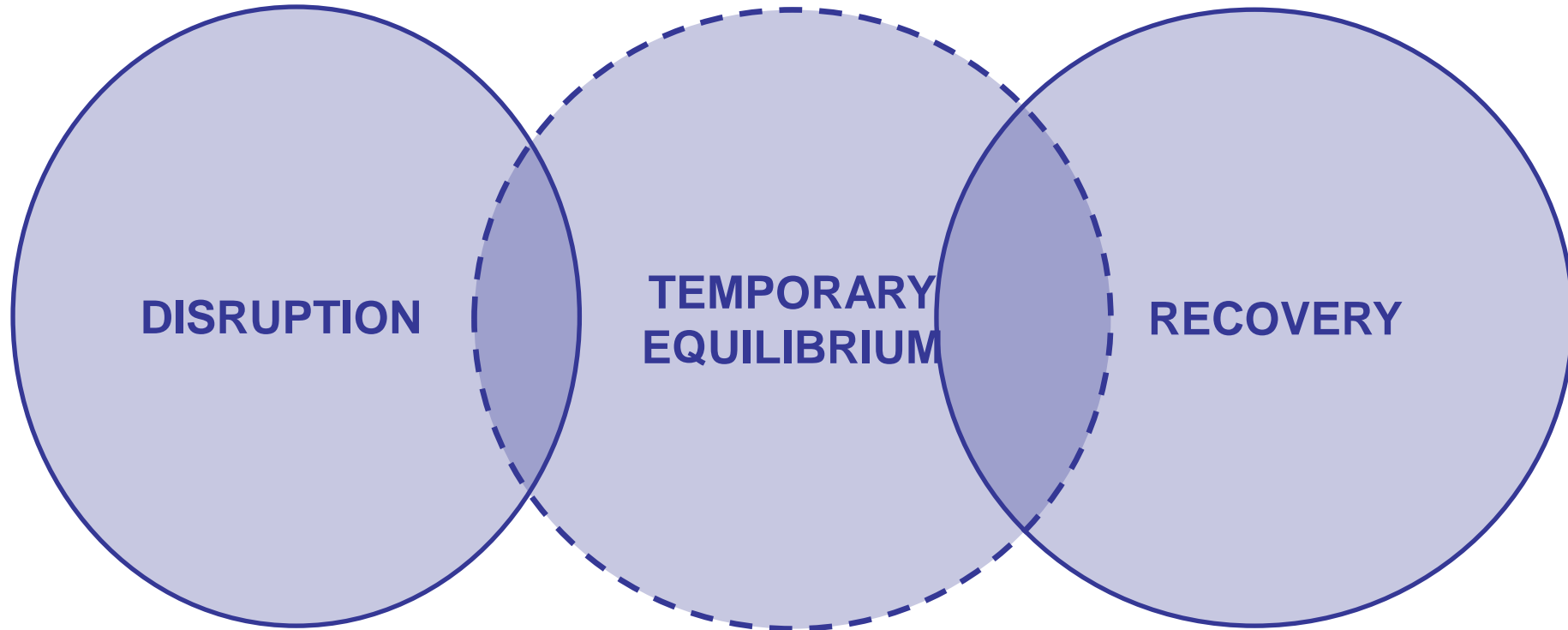
# SAGE Experience

# Crisis: Three Phases



Experiencing a mix of these two phases  
Different parts of the organization may be at different stages

# Crisis: Three Phases



Current planning efforts involve navigating all three stages



# Breakout Room Discussion



Feel free to turn on video in your breakout rooms & introduce yourselves and your organization if you don't know each other.

## Discussion questions:

1. What resonates with you from the speakers' experience?  
Any remaining questions?
2. What's one or two things that your organization has done particularly well?
3. What's on your mind now as far as what your organization needs to pay attention to?

## Be prepared to share with the larger group:

- Questions (if any)
- 1 good idea/highlight from your discussion

# Questions & Good Ideas/Highlights



# Next Steps



- Please fill out the evaluation
- PowerPoint slides, recording and other resources will be shared

# Something to Ponder



***Ten years from now, when you look back to this period, what story would you want to tell about how you were as a leader?***

**Thank You and Stay Safe!**