

# **Guiding Employees in Disruption-led Uncertainty – The Role of Leaders and Approaches to Support Them**

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Organisations today face unprecedented uncertainty from economic upheaval, political unrest, and technological advancements, permeating organisational structures and profoundly affecting employee well-being.

The complexity of organisational challenges underscores the critical need for effective leadership during periods of uncertainty, enabling effective responses and promoting well-being. Leadership development becomes a priority, equipping leaders to navigate uncertainty, fostering resilience and facilitating smoother transitions during upheaval.

This presentation consolidates findings from two qualitative studies to (1) understand how leaders can promote well-being and protect the mental health of their employees during times of uncertainty caused by M&A and the pandemic and (2) examine how workplace interventions support leaders in this role.

By revealing effective strategies for leaders in this context and suggesting applicable interventions to develop leaders in this role, this presentation provides valuable insights into safeguarding employee well-being in the face of uncertainty.