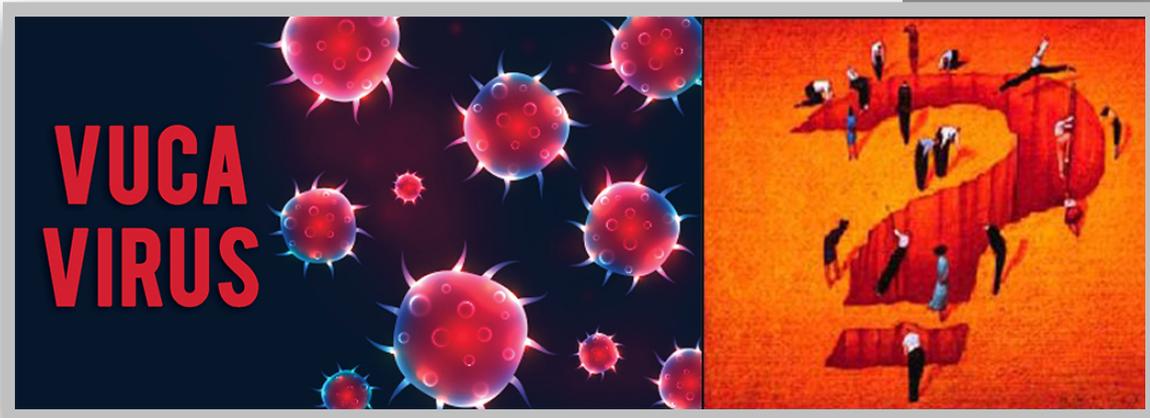


NAVIGATING VUCAVIRUS COMPLEXITY WITH AGILITY

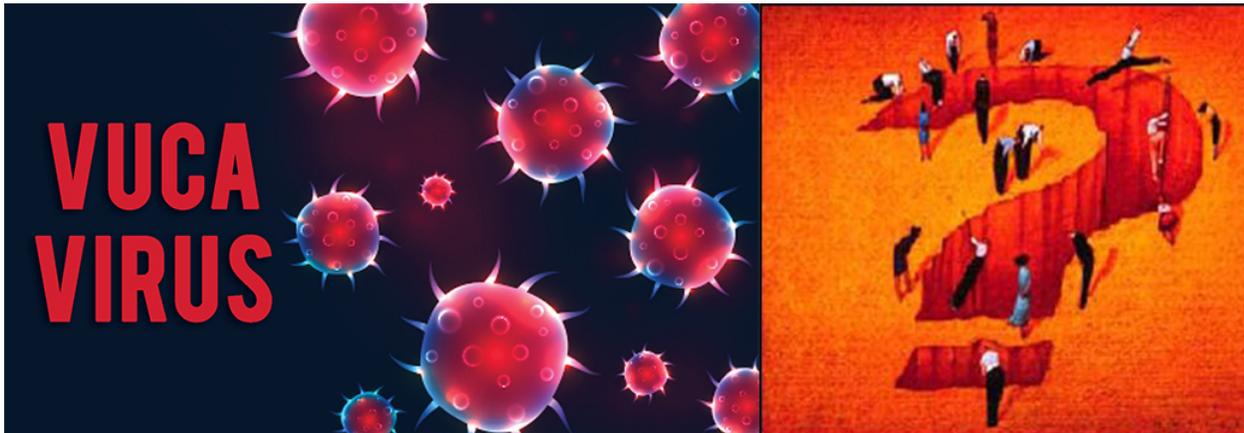
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April 10, 2020

NAVIGATING VUCAVIRUS COMPLEXITY WITH AGILITY

By Tom O'Shea, CMC



In my March 10 blog, I introduced the notion that we are all experiencing the [VUCAVIRUS](#) in all aspects of our lives right now. We are all living the essence of viral volatility, uncertainty, complexity and ambiguity (VUCA) and it looks like it will continue for some time ahead. During the past 30 days, my wife and I have lived a double dose of the VUCAVIRUS syndrome as we bought and sold houses and moved to Apex, NC after more than 40 years living in Greensboro. Our real estate closings on both houses occurred the same week of first major stock market crash – yikes.

Our move had been in the works for almost a year but the ultimate timing was almost diabolical. The inspiration and motivation for our move, of course, is to be close our three kids and five grandkid's who live within minutes from us now. Thing is ... we haven't been able to be with them yet ... hopefully soon.

Our story is but one mild example of the kind of uncertainty and complexity that is becoming the new normal everywhere. Everyone is being forced to adapt to new and different paradigms for getting by e.g. on-line ordering of almost everything while cocooning from home. Millions of job losses and major business disruption have become widespread across all segments and geographies.

At the same time, there is extreme confusion and complexity in many segments of the workforce, especially those with high numbers of non-citizen essential workers, adding

further disruption and in some cases business and personal failure. I was recently in discussion with a very good personal friend and highly regarded Immigration attorney based in Greensboro, NC - [Gerry Chapman](#). Gerry has been a leading resource and advocate for sensible Immigration policy and practices for more than twenty years.



Gerry has prepared an article for us to share with business owners and operators to help them navigate COVID-19 related immigration implications and action steps. Feel free to share this with others you think could benefit from some of the practical steps Gerry outlines. His contact information is included in the article and if you are experiencing this kind of VUCA – he can be a trusted advisor. One of the key tenets in our Agility model involves Generating Confidence which happens when we have access to trusted advisors to help us navigate complexity with agility.

[IMMIGRATION IMPLICATIONS WITH COVID-19](#)

Stay well, safe and generous with others. We will make it through this and better on the other side.



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