

Navigating The Post-Election Workplace: A Strategic Leadership Guide



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The Business Case Against Divisiveness

Divisiveness can harm productivity and satisfaction. According to [this recent survey](#), managers across the US report that political conflicts have created strained workplace relationships, verbal altercations, and decreased team cohesion. Michele Weldon's [How to Lead During Election Season with Fairness and Civility](#) cites [SHRM's Civility Index](#) stating that U.S. organizations collectively lose more than \$1.2 billion in reduced productivity per day due to uncivil behavior at work. Additionally, the [American Psychological Association's "Stress in America" report](#) discusses the impact of political stress on workplace dynamics, noting that such stress can lead to increased absenteeism and decreased collaboration among employees, not to mention the [ever-increasing stress of front-line or telephone service jobs](#).

In the aftermath of election day, workplaces can remain tense. Leaders must ensure a respectful and productive environment. [CUES](#), drawing on resources from our partners across higher education and the talent development industry, has crafted this guide to provide strategic insights and actions for credit union leadership. Our goal is to encourage professionalism, civility and focus during the post-election period, fostering an environment where respect, productivity, and our industry continue to thrive.

Monitor the Emotional Climate



Encourage your leadership team to stay aware of team dynamics and address tensions quickly.

Strategic Actions:

- Empower leaders to conduct regular check-ins to discuss any concerns or stressors employees may be experiencing.
- Promote a culture of feedback: Take this opportunity to reinforce existing feedback mechanisms where employees can safely express their thoughts and concerns.
- Consider a virtual pulse taker. Gather fast anonymous feedback using tools like [Google Forms](#), [SurveyMonkey](#), and [Typeform](#).

Resource: Listen to the [How to Curb Workplace Incivility](#) podcast from The Wharton School for insights on managing workplace civility inspired by issues across the healthcare industry.

Reinforce Existing Policies



Work with leadership to remind employees of established guidelines on political expression and workplace conduct. Reinforcing these policies helps maintain a respectful and inclusive work environment, especially during times of heightened political tension. Be especially vigilant around social media use.

Strategic Actions:

- Conduct a spot review of the existing policies to ensure they are up to date and comply with state and federal law.
- Consider a post-election email to the entire organization, encouraging positive, respectful communication and reiterating the importance of adhering to company policies. Develop a quick-reference guide for leaders to summarize key policy points.
- Highlight the availability of stress management resources, such as counseling services or wellness programs, and encourage employees to take advantage of these offerings to manage post-election stress effectively.

CUES Resource: Check out [CUES Digital Learning](#) and [CUES Online University](#) for courses on policy and compliance, providing valuable insights and tools for both leaders and employees.

Membership Benefit: CUES members can also dive into [Harvard ManageMentor](#) and [CUES Learning Portal](#) for even more learning resources on creating positive and productive workplaces.

Additional Resource: Refer to the article [No Office is Immune: Workplace Violence](#) on [CUManagement.com](#) for insights on maintaining a safe and respectful work environment through effective policy implementation.

Invest in Leadership Development



Strengthen organization resilience by cultivating leadership skills across all levels, ensuring adaptability during challenging times.

Strategic Actions:

- Encourage plans for and participation in leadership training programs that focus on strategic thinking and effective decision-making.
- Develop mentorship initiatives where experienced leaders can guide emerging talents, fostering a culture of continuous learning and growth.

CUES Resource: Nominate a young professional for the 2025 [CUES EMERGE](#) program, designed to empower emerging leaders with the skills and knowledge to drive organizational success.

Membership Benefit: CUES Members can schedule a [free discovery call](#) with the organizational and talent development expertise of [CUES Consulting](#) to receive real-time guidance and actionable tools on leadership development and workplace civility.

Encourage Respectful Dialogue



Facilitate open communication while ensuring discussions remain civil and focused on shared goals as described in HBR's [Make Your Meetings a Safe Space for Honest Conversation](#).

Strategic Actions:

- Guide leadership to conduct team meetings where employees can voice concerns in a safe environment.
- Advocate for internal training on active listening and empathy.

CUES Resource: Contract with CUES for a [custom program](#) or dive in to our [Digital Learning](#) offerings for resources on an inclusive workplace.

Lead by Example



Leading by example is a powerful way to influence workplace culture. When leaders consistently model the behavior they expect from their teams, it reinforces the importance of those values across the organization.

Strategic Actions:

- Be open about not needing to agree about all things with all people, and how a civil approach to disagreement can actually increase mutual respect, productivity and innovation.
- Share your personal strategies for managing stress and maintaining neutrality. This transparency not only humanizes leaders but also provides employees with practical tools they might adopt.
- Recognize and reward those who contribute positively to the work environment, reinforcing the value of collegial collaboration.

Resource: Read [What Leaders Need Now More Than Ever: A 'Team of Rivals'](#) from the Darden School of Business at the University of Virginia.

Additional Resource: Explore this article about [Cornell University's research on leadership, workplace and culture](#) on how leaders can cultivate a positive workplace culture through intentional actions and policies.

As leaders, our role is pivotal in navigating our teams through the complexities of post-election challenges. At CUES, we are here to support you every step of the way with resources and guidance tailored to your unique needs. Together, we can embrace a growth mindset and seize opportunities for exploration and development as we lead our teams into a promising future.

References

[Worried About the Election? So are Workplace Managers](#)

[How to Lead During Election Season with Fairness and Civility](#)

[SHRM's Civility Index](#)

[American Psychological Association's "Stress in America" report](#)

[Ever-Increasing Stress of Front-Line or Telephone Service Jobs](#)

[How to Curb Workplace Incivility](#)

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[CUManagement.com](#)

[CUES EMERGE](#)

[CUES Consulting](#)

[Make Your Meetings a Safe Space for Honest Conversation](#)

[CUES DEI Resource Center](#)

[What Leaders Need Now More Than Ever: A 'Team of Rivals'](#)

[Cornell University's Research on Leadership, Workplace and Culture](#)