

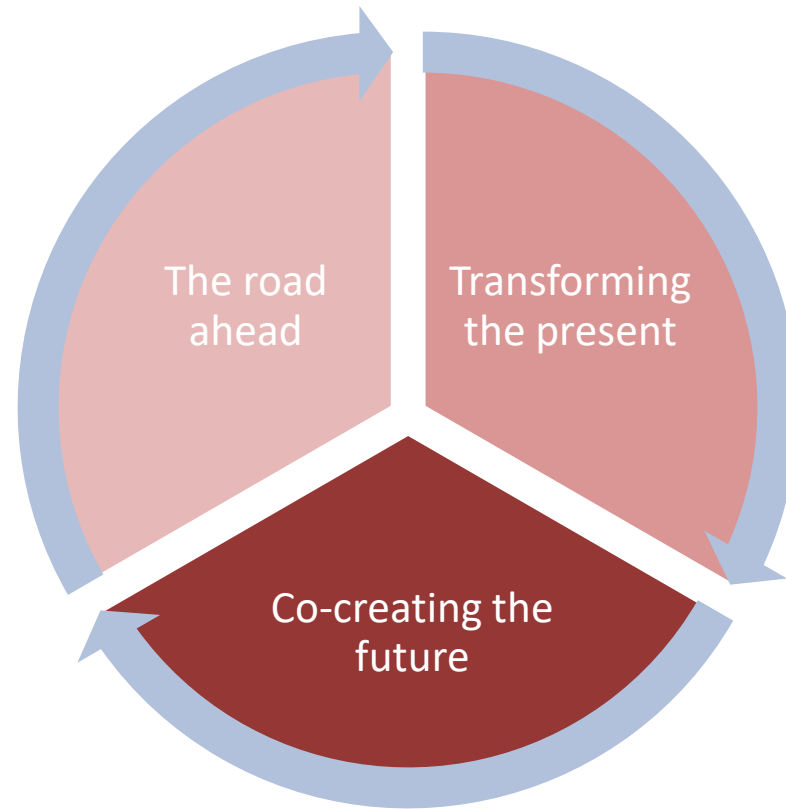
What has changed in your workplace?



What has changed in your workplace post-COVID19

Presenter: Margaret Goody | HR Strategist

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Reconnecting after COVID-19

Source: Deloitte

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TRANSFORMING THE PRESENT

- ❑ It is useful to consider what exactly the COVID-19 pandemic represents for our workplace and why it can change people's sense of place so profoundly.
- ❑ The pandemic impacts are so severe it can be classified as a “transformative stressor”. These rare events cause severe and intense social, environmental and economic impacts. They are felt at every level of society and throughout social institutions.
- ❑ Profound shocks are felt all at once in economic activity, human health and social order. Impacts occur at all scales. Almost everybody endures multiple forms of disruption.
- ❑ Transformative stressors can be unforgiving in exposing problems and weaknesses in systems. They can be catastrophic in workplaces because so many systems are integrated, creating multiple points of impact.
- ❑ COVID-19 also fits the transformative stressor model because it might not be possible to fully manage it. Recovery planning needs to account for the possibility COVID-19 might never disappear. It could become an ongoing risk of our work life.
- ❑ What was a distant worry becomes an immediate threat when a transformative stressor impacts a workplace. Things that were once reliable and comfortable no longer are. Our behaviour changes in response, causing us to reconsider our sense of place over time

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CO-CREATING THE FUTURE

- ❑ The transformative impacts of this pandemic are upending established norms. But policy innovation can flourish at times like this. Transformative stressors give your business unique opportunities to work outside their normal methods.
- ❑ People have stoically endured lockdowns in many countries. Working from home with limited mobility will further prompt many to re-evaluate their sense of place. Many people will want a big say in the fundamental decisions to be made on the future of their workplace after this.
- ❑ As you seek innovative ways to help your workplace recover, you can learn important lessons by consulting your workforce. Online co-creation processes and workshops are excellent tools for gathering the people's thoughts and aspirations at this unique time.
- ❑ Participating in on-line sessions can also help your employees redefine their sense of place in the business disrupted by COVID-19. They can describe how the crisis changed their perceptions and use of space and technology. This allows them to redefine their sense of place by considering the future with full acknowledgement of the past.

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THE ROAD AHEAD

- ❑ The transformative impacts of this pandemic prompt fundamental questions. Do people have the same enthusiasm for working in your workplace?
- ❑ Is it time for new realities? What would those new realities look like? How would they be achieved?
- ❑ These are extraordinary times that call for extraordinary responses. It is not a time for you to plan for your workforce; it is a time to plan with your workforce.
- ❑ COVID-19 will undoubtedly prompt a new round of thinking about how workplaces can be re-imagined.
- ❑ People's perception and attachment to places is changing, perhaps forever.
- ❑ Decisions on where to go from here will be better made if you as the business owner understand how your employees are redefining their sense of place in this time of profound upheaval.

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Any questions... please contact me to discuss them.

A 30-minute consultation is free and there is no obligation!



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