

Summary note – Fit for the new dawn – business support webinars

Laying the foundations for a buoyant workplace

Our regular speakers:

Paul Jacobs and Howard Greenwood from *LoveWorkLife*
Dave Pye from *ToAugment*

Your questions answered

Q. Will the measures put in place as a result of the pandemic and social distancing result in the end of office environment?

- No, however there will be a shift towards a more flexible environment and work schedules; remote working can be used as a bonus to attract and retain talent.
- There will be a reduction of in-person meetings and an increase in use of tech (e.g., online meeting platforms); look at your resources and processes and learn how to manage them.
- There might be a trend to move away from full-time employment (for some roles) to engage with independent (part-time) contractors.
- Employee satisfaction and wellbeing becomes even more important – look after one another.

Q. When should workforce planning be undertaken?

- It is imperative to review your workforce (ongoing project planning); it's about looking ahead to understand what personnel needs your business will have, analysing the gaps and creating solutions to fulfil your business strategy and planning needs.
- Part of the planning should include office space and environments, work patterns and shifts, salaries, tasks and targets, succession planning and talent management, etc. This directly feeds into employee retention and opens opportunities to engage with freelance workers rather than employing full-time staff.

Q. What practical steps should we consider when bringing staff back to work?

- Assess the readiness of your team; launch an employee satisfaction survey to make the necessary adjustments and improvements in how you operate; when planning for recovery this helps identify some easy wins.
- Spend time defining pivotal roles for each of your leaders; define and write down priorities.
- Consider if the roles you have are still fit for purpose and analyse your workforce skill set.
- Look at your own succession planning and support your managers.
- Each employee should have their own customised return to work plan – consult with them.

Q. How do I replicate our social culture with our current working patterns?

- Pick up your level of communication, do not guess – ask your teams for their input, learn what motivates them and adapt the culture, come up with new things to fit the new world of working, e.g., utilise the technology and gather teams together for a Thu or Fri team drink or quiz night.
- Your culture is linked to EVP (employee value proposition). Develop your brand so that people are aligned to your values and feel proud to work for you.



**Q: How do I create values that are aligned to our culture and how can this help drive business performance?**

- Your business culture will drive performance, so create a plan to bring people together; those who love working for you (the entrepreneur mindset) will deliver the best results, so make sure your people feel secure and valued.
- Again, employee survey is important to understand your people and how they're feeling. Engagement is going to lead to a stronger set of values and sense of belonging; you and your staff should have a shared business vision (create these values in a collaborative way).

You're not alone - ask for help!

Please contact one of our speakers (up to 60 min of free consultation) and visit the [REC website](#) for the latest advice around COVID-19.

Presenters' contact details

	
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