

A blurred background image of a modern office lobby. Large glass walls and doors are visible, with people walking through the space. The lighting is bright, suggesting a daytime setting.

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Return to Work

Practical Considerations for the New Normal



mcmillan vantage
policy group

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Five Good Ideas



Opportunity



It's Chaos, Be Kind



SocialTimes

Five Disasters to Avoid During Work Calls

Vox Media

People are Failing Hilariously at Working from Home

BuzzFeed

Six Embarrassing Stories of Video Calling

Collision of the Personal and Professional

- Learn to embrace the chaos while sweating the big stuff:

Confidentiality | Privacy | Productivity

- Understand the challenges that might arise

On-Site Challenges: Are they worth it?

- Personal Protective Equipment (PPE)
- Shift changes
- Hygiene
- Sanitizer
- Traffic flow
- Meeting rooms
- Workstations
- Visitors
- Suppliers
- Commuting concerns

What Do You Really Need?



LEVEL UP



It's (Past) Time to Upgrade

- **What do you need?**
- **What do you have?**
- **What are you going to do to fill the gaps?**

Sergeant Hans Heimer



1



11/20 exp.

Skill points

6



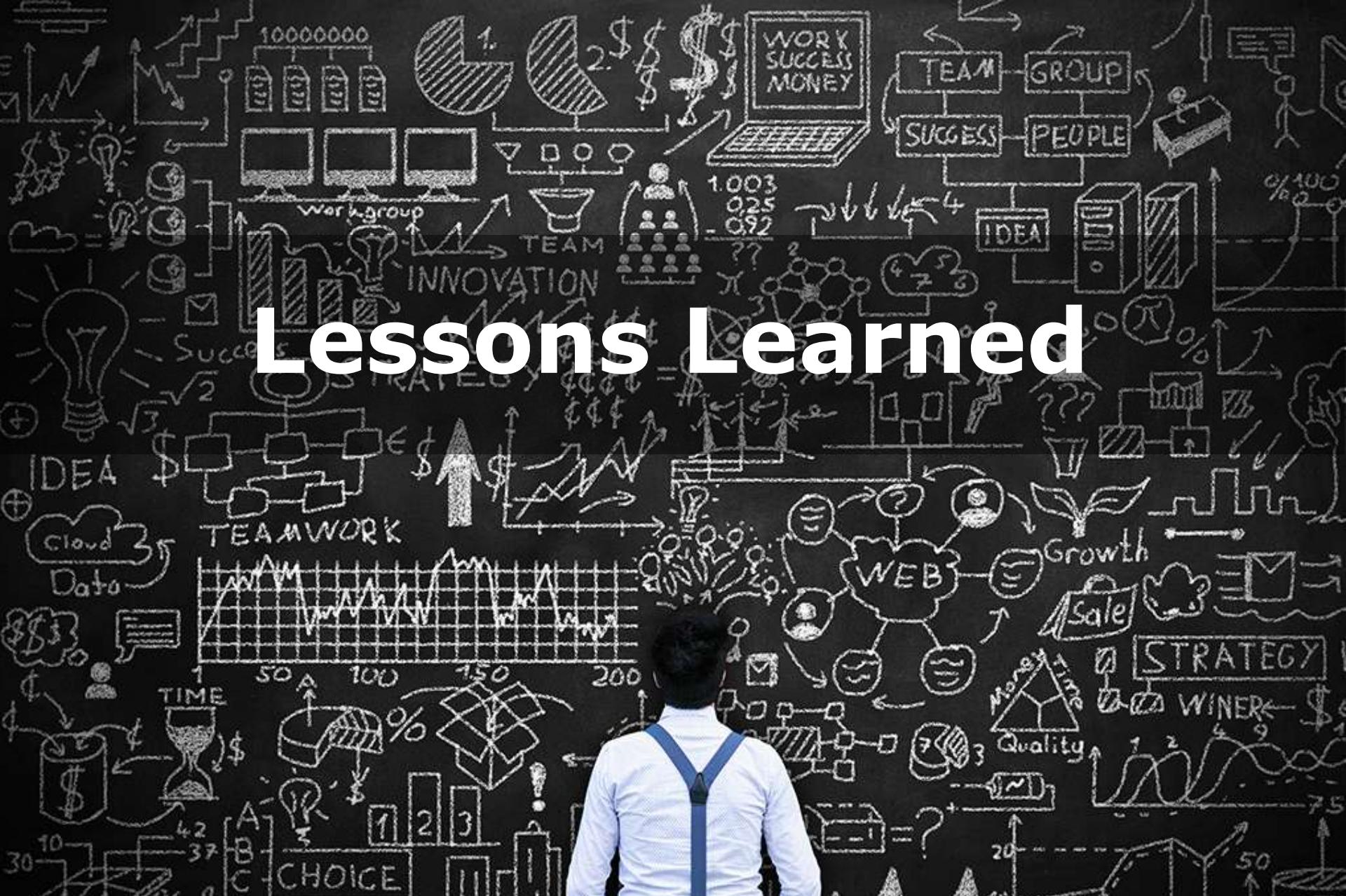
① Leadership	–	15%	⊕
① Tactics	–	15%	⊕
① Empathy	–	15%	⊕
① Self control	–	15%	⊕
① Management	–	15%	⊕

Special abilities

① Luck	10%
① Anger	25%
① Drunkenness	10%

- **Technology is a big part, but not the only part**
 - Flexibility and adaptation
 - Resilience
 - Empathy
 - Teamwork
 - Leadership
 - Creativity

Lessons Learned



“With all the challenges this country faces right now, nobody can tell you “no, you’re too young to understand” or *“this is how it’s always been done.”*

Because with so much uncertainty, with everything suddenly up for grabs, this is your generation’s world to shape.”

- President Obama

- What has worked and what hasn't worked?
- Who is making that determination?

Productivity

They won't be as productive if they are working from home

- No one is commuting
- No one is talking in the kitchen, lobby, hallways, etc.
- Nowhere to go for lunches, shopping, gym

Productivity is Mostly About Managing Employees

- Time-tracking
- Task review
- Check-ins

- Trust
- Communication
- Clarity

Know Your Team



What Will it Take for People to Work in an Office?

ABACUS DATA

EMPLOYED CANADIANS

71% Who will work with conditions

I'm comfortable enough already

12%

Won't be comfortable until there's a vaccine

17%

Clean surfaces regularly

66%

Enough room to distance

60%

Reduce number of people

47%

People have to wear masks

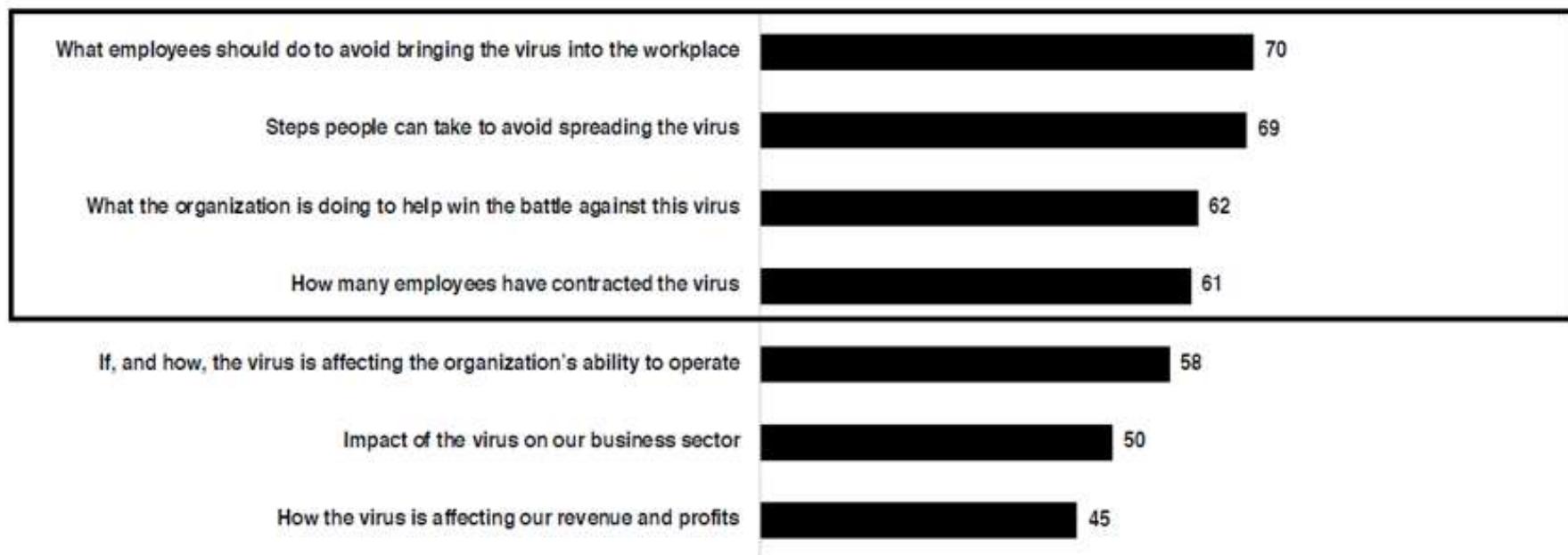
37%

Trusted organization

56%

EMPLOYER COMMUNICATIONS: EMPLOYEE SAFETY MORE CRITICAL THAN BUSINESS IMPACT

Percent in Canada who say employers should be sharing each kind of information with employees on a regular basis



2020 Edelman Trust Barometer Special Report: Trust and the Coronavirus. Q9. Which of the following information about the coronavirus should your employer be sharing with their employees on a regular basis? Pick all that apply. Question shown to those who have heard of the virus and are employees (Q1/I AND Q43/I). Canada. "All of the above" responses were added to each item. Data collected between March 6 and March 10, 2020.

The background of the slide features a close-up, low-angle shot of a modern building's facade. The facade is composed of numerous dark, angular panels that create a complex, geometric pattern. The panels appear to be made of a reflective material, as they mirror the light and the sky above, which is visible through the gaps and highlights in the structure.

Hold Up a Mirror



Presenters



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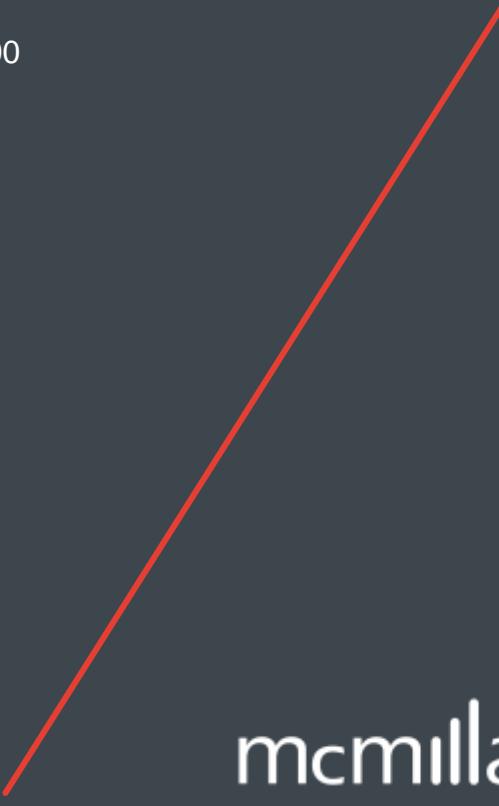
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