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Return to Work

Practical Considerations
for the New Normal



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MAY 21, 2020

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

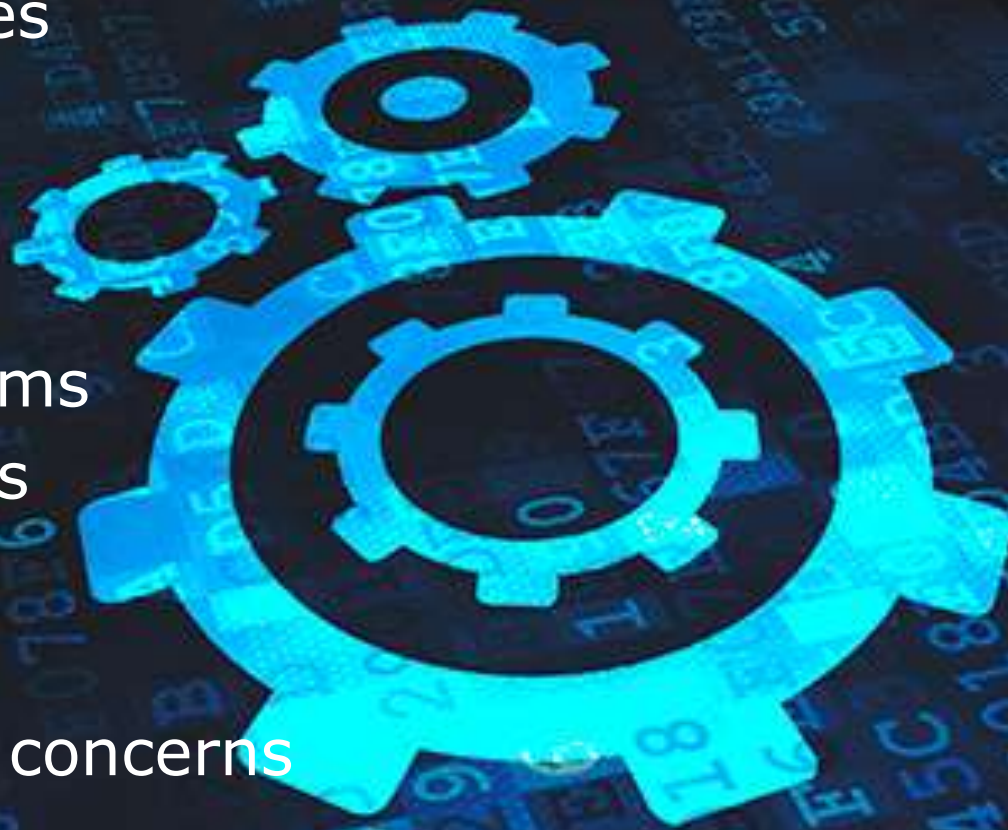
- **Learn to embrace the chaos while sweating the big stuff:**

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?



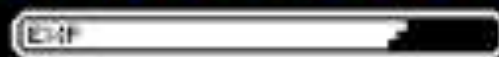
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LEVEL UP



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



- Leadership - 15%
- Tactics - 15%
- Empathy - 15%
- Self control - 15%
- Management - 15%

- Luck 10%
- Anger 25%
- Drunkenness 10%

Special abilities



97 94

06 97



21

1/turn



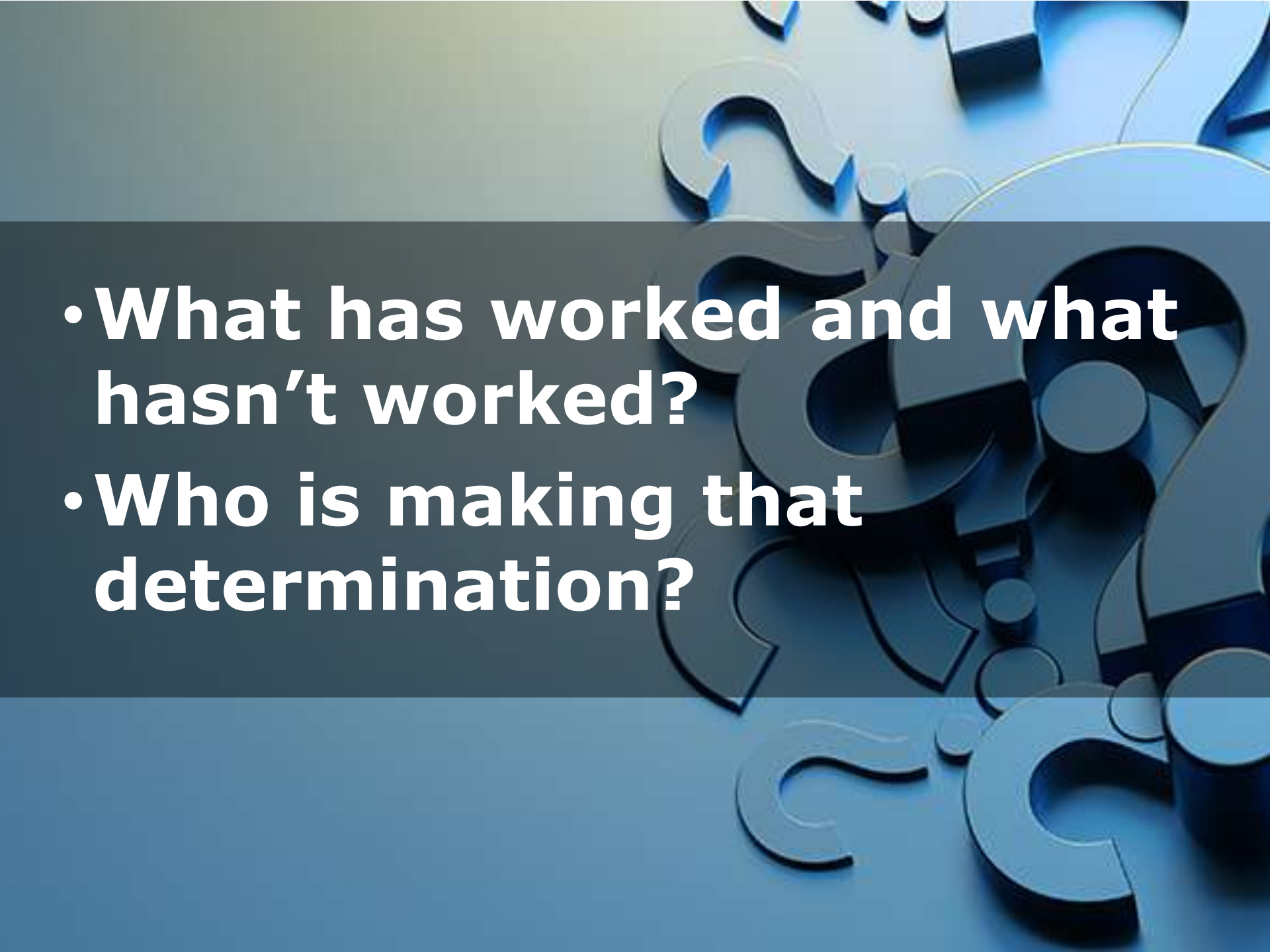
- **Technology is a big part, but not the only part**

- 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

- 
- The background of the slide features a collection of three-dimensional, blue question marks scattered across a light blue surface. The lighting creates soft shadows, giving the question marks a sense of depth and volume. A semi-transparent dark blue horizontal band is positioned across the middle of the image, serving as a backdrop for the text.
- **What has worked and what hasn't worked?**
 - **Who is making that determination?**


Productivity

The background of the slide features a warm, orange-toned image of a person's hands typing on a laptop. A large, semi-transparent clock face is overlaid on the image, with the numbers 8, 9, and 10 visible. The clock's hands are positioned to suggest a late afternoon or evening time.

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

A background graphic featuring a network of white circular icons, each containing a stylized person silhouette. These icons are interconnected by thin white lines, creating a web-like structure against a blue-to-teal gradient background. A semi-transparent white horizontal band is positioned across the upper middle of the image, serving as a backdrop for the main title.

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

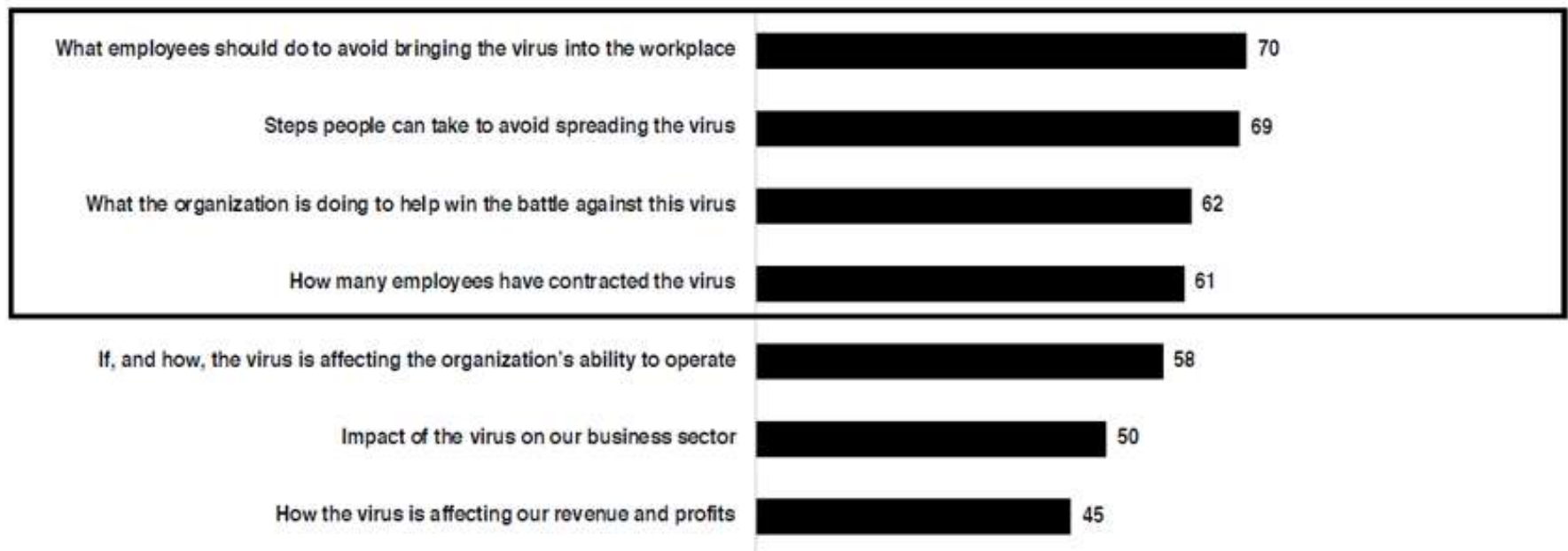
37%

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 (Q1/1 AND Q43/1). Canada. "All of the above" responses were added to each item. Data collected between March 6 and March 10, 2020.



Hold Up a Mirror

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A portrait of a woman with long, wavy brown hair, looking slightly to the right with a serious expression. The background is blurred, showing parts of a flag.

Compassion

A portrait of a woman with long, straight grey hair and blue-rimmed glasses, speaking into a microphone. The background is blurred, showing parts of a flag.

Transparency

A portrait of a woman with short, wavy blonde hair, looking upwards and to the left. The background is blurred.

Consistency

A portrait of a man with dark hair, wearing a dark suit, white shirt, and red tie. He is looking directly at the camera with a serious expression. The background is blurred, showing a large circular emblem.

Hope/Realism

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Presenters



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