

RE-ENTERING THE WORKPLACE



HR Considerations for Employers

PRE-OPENING

Time to assess the following:

- What's your new organizational structure
- Who will be returning, or not
- SAFETY ASSESSMENT & plan
- What will your customers/clients anticipate
- When do you contact your team
- Contingency for a potential second wave



WORKPLACE

HR Considerations for Employers

PRE-OPENING

Time to assess the following:

- What's your new organizational structure
- Who will be returning, or not
- SAFETY ASSESSMENT & plan
- What will your customers/clients anticipate
- When do you contact your team
- Contingency for a potential second wave



WORKPLACE

HR Considerations for Employers

PRE-OPENING

Time to assess the following:

- What's your new organizational structure
- Who will be returning, or not
- SAFETY ASSESSMENT & plan
- What will your customers/clients anticipate
- When do you contact your team
- Contingency for a potential second wave





NEXT NORMAL

It's all about Adaptation

- Planning
- Communication
- Behavioural Changes
- Workforce Compassion

RE-OPENING

Time to reinforce TEAMWORK:

- Successful Re-opening is a feeling
- Confidence and preparedness is key
- Diligence not diminishment of COVID





NEXT NORMAL

It's all about Adaptation

- Planning
- Communication
- Behavioural Changes
- Workforce Compassion

RE-OPENING

Time to reinforce TEAMWORK:

- Successful Re-opening is a feeling
- Confidence and preparedness is key
- Diligence not diminishment of COVID
- Document, listen and adapt

Do with WITH your employees; not TO them



Document, listen and adapt

Do with WITH your employees; not TO them



HR PRIORITIES



- Communicate early and authentically
- Meet your employees where they are
- Recognize the change impact to your team
- Listen to your team, they know your clients
- Document the changes in:
 - Priority Workplace Hygiene / Safety
 - Job Descriptions
 - Processes in day-to-day work environment
 - Protocols and Policies that need adjustment
- Net new working requirements
- Impact to productivity

**COMMIT TO SOUND PLANNING,
COMMUNICATIONS & RESOURCING**

