
WORK LIFE IN THE MIDST OF COVID-19- PREPARING FOR THE 'NEW NORMAL'

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TAKING STOCK – WHAT HAVE WE LEARNED MARCH – MAY?

- We can all applaud ourselves for becoming change masters!
- We have adapted and adjusted to a massive amount of disruption in a very short time!



WHAT WE HAVE LEARNED ABOUT OURSELVES

- We have adapted and have proven ourselves capable of learning and growing in new ways
- Patience
- Trust
- Communication
- Courage
- Empathy
- Acceptance
- How to balance family and work in ways we couldn't have imagined

Managing Up

Communication styles preferred

Vulnerabilities

Personhood

Understand their stresses

WHAT WE MAY
HAVE LEARNED
ABOUT OUR
MANAGERS/LEADERS

Trust

Reliance

Communication
Methods

Empathy

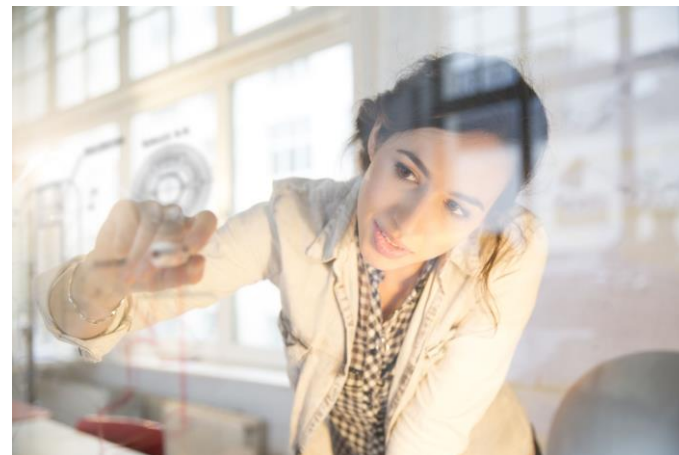
Need for
Community

Personal Lives

OUR TEAMS

THE OFFICE YOU RETURN TO WILL NOT BE THE ONE YOU LEFT

- Leaders, HR and facilities teams are working diligently to smooth the way back
- Elevator waits will be long
- Your office will no longer be personalized with items that may collect germs
- Plastic shields will rule the day
- Lunch and breaks will be taken at your desk
- Meetings will continue to be individually through a remote video platform from your desk
- The ‘water cooler’ conversations will be different – spread out – strained.



LEADERSHIP IN THE NEW NORMAL

People carry differing levels of perceived threats

PARAMETERS vs. RULES

Don't anticipate maximum performance

Evaluate what has worked well and keep it – communication methods, processes, flexibility, trust, empathy

Talk with your team about their needs for this next stretch

How Might We.....

Listening

Establish boundaries – ask about team members boundary needs

Burnout

Marathon not Sprint

FINAL THOUGHTS

- Lower your expectations – for yourself and for your team
- Prepare for the long game
- This will be over at some point
- Look for something that brings joy each day – small or large

- TedTalks on finding joy:

https://www.ted.com/playlists/656/how_to_notice_and_build_joy_into_your_life

