

How will Employees have changed

Over the last few months and those to come it is likely that your employees have had plenty of time on their hands and that means plenty of time to think. Some will have realised that they love their jobs, others will realise that the last thing they want to do is come back to work for you! Others will not want to work in such close quarters and feel that they are more productive working alone, others will want to get back with their colleagues as soon as possible and have a split between their work in the office and home environment. Some will want a bit of both!

The expectation from all is that things will be different, and this will be our new normal.

A positive culture is important

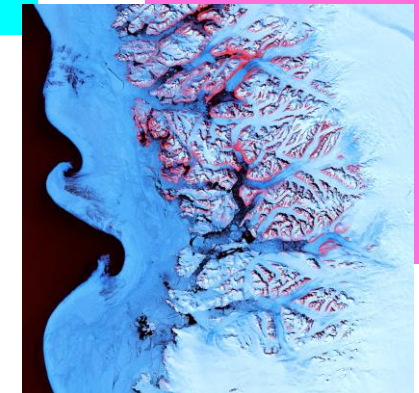
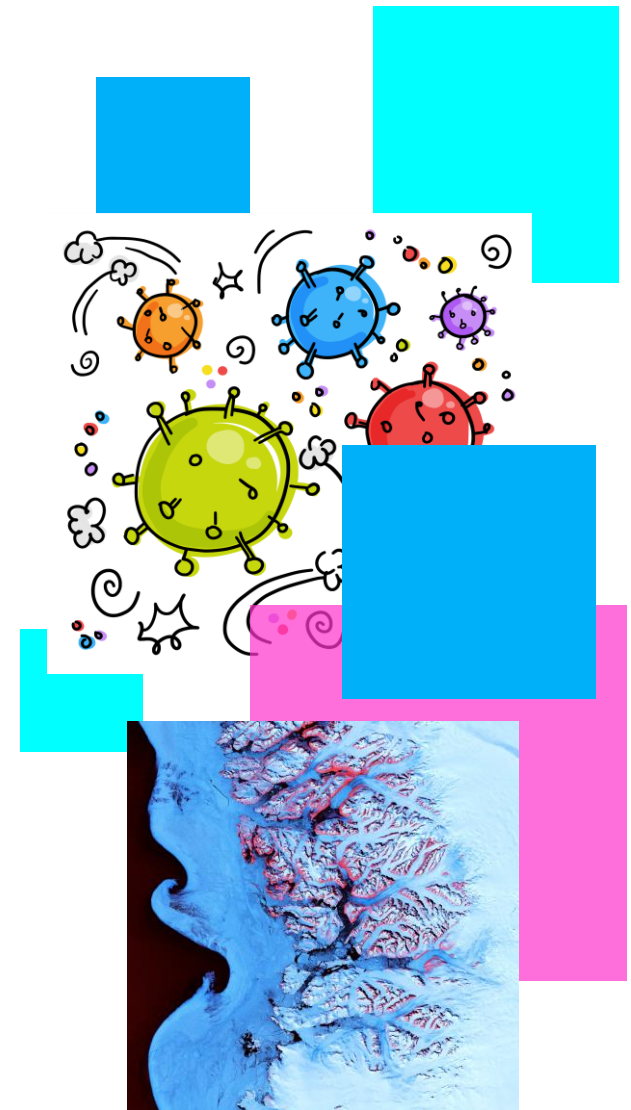
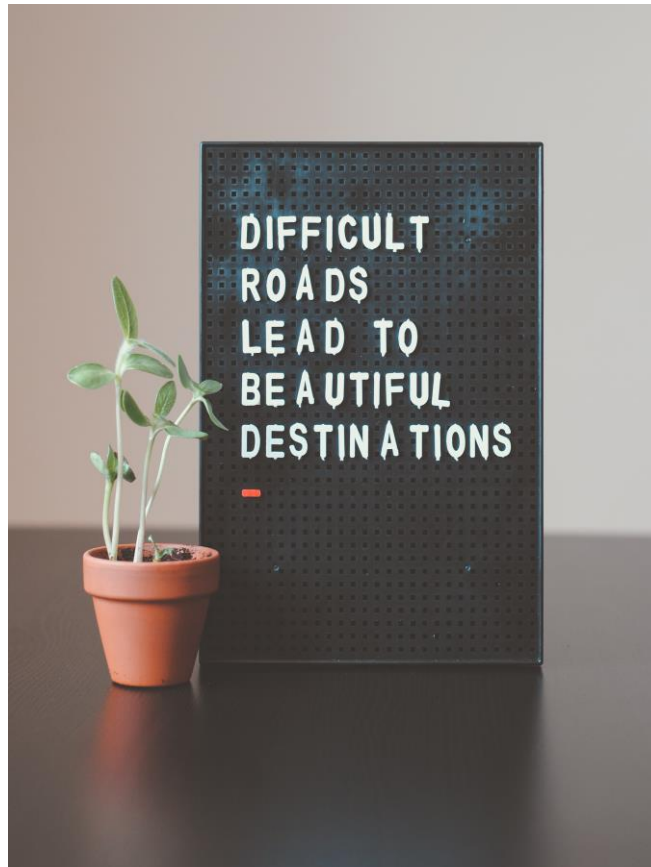
Employees been exposed to so much information on different things during this time some of which is worrying. The messages are often mixed, and they will be worried about theirs and their families safety, financial safety and how things will move forward. They are aware that most businesses are struggling, and some will be worried about their own jobs. This potential underlying fear changes how they will behave.

Fear can cause mistrust, so as a leader, business owner or director you need to be equipped to deal with this fear. This is where you need a strong positive culture. You must be prepared now with a strong vision and values and be an empathetic leader. This is critical for a business to survive and thrive.

Will this pandemic change how we work forever.....?

Our new normal seems to be the endless schedule of virtual calls and meetings both at work and in our personal lives in order to stay in touch with each other. Couple this with changes in how we shop, greet people and even walk past each other on the street. It has created our new normal and it has left many wondering what the future holds.

As a business owner, director or leader, you are going to need to potentially change the way you and your company works and how you manage your people. Can we go back to the old ways of working or will it be a huge step backwards?



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Listen!!!

How you deal with your employees from here on in will set you up for success or failure. Listen, listen and listen again, understand fears, concerns, and how they are generally feeling. If you work with them and understand their expectations, then you can work together to improve things and gain their loyalty and trust.

Celebrate little wins

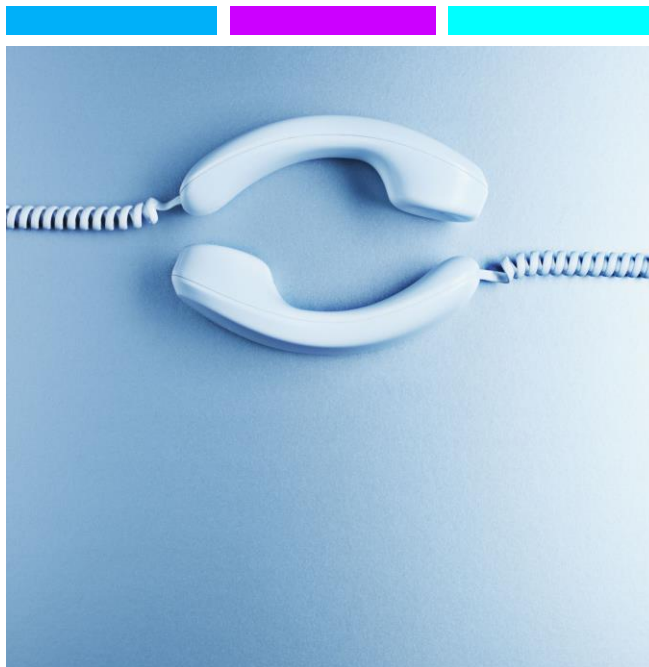
The COVID-19 pandemic has shifted our lives in ways we could never have imagined. Everyone's goals and plans might not make sense in this new reality, but we can still celebrate small victories. Taking time to acknowledge little daily wins boosts morale and a sense of accomplishment, while giving the momentum to take on bigger goals. Make sure you recognise your employees.

Flexible Working

It is likely that working fewer hours for the same pay will be what people are looking for now. The flexibility to work from home and different hours has worked for quite a few over the last few months so why can't it continue. We have learnt that employees can be as productive working less hours and that they can be trusted to get their work done.

A change in Leadership style

Leaders need to lead with empathy, emotional intelligence and compassion. Employees will have reacted and coped with the pandemic changes differently and will return to the new normal in different ways. It is important to speak and listen to your employees and understand where you can support them. Treat everyone differently and understand how you can engage and motivate each one.



“Without the element of uncertainty, the bringing off of even, the greatest business triumph would be dull, routine, and eminently unsatisfying.”

J. Paul Getty

Put employee health first

‘Healthy workers are happy workers’ is an old cliché, but right now monitoring their health and happiness on an ongoing basis is vital to your future success.

You need to commit to monitoring the collective health and wellbeing of your workforce over the longer term and ensuring that no team is ever stretched too thinly by colleague absences. You cannot just focus on physical health, however. While mental health within the workplace is far more difficult to track and quantify, it can have a deeper impact on productivity and the happiness of the wider team.

You need to commit resources now to maintaining and boosting energy and morale over an extended period so that when normality is restored, people are hitting the ground running. This cannot be a short-term commitment – your workforce will need the same level of consideration as they adapt to whatever the future holds.