WORKING DIFFERENTLY

Our Post-COVID-19 World

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Working Differently: Post COVID

- Technology Trends
- Privacy Expectations
- Cybersecurity
- Virtual Meetings
- Online Learning

- Telework
- Work Schedules
- Electronic Forms
- Employee Engagement
- Employee Satisfaction
CHANGE IN EVERY INDUSTRY

AEROSPACE
HIGH TECH
MANUFACTURING
RESOURCES
CHEMICALS
AUTOMOTIVE
ENERGY
GOVERNMENT
ELECTRONICS
UTILITIES
RETAIL
EDUCATION
ENTERTAINMENT
INFORMATION TECHNOLOGY
TELECOMMUNICATIONS
FINANCIAL SERVICES
HOSPITALITY
PHARMACEUTICAL
Three questions to consider

- What actions should we be taking in times of trouble?
- How do we overcome the challenges of today?
- How do we overcome obstacles in the way of our success?
Polling Question

Have you conducted or are presently conducting a survey of employees?

• Yes
• No
Three questions to consider

1. What actions should we be taking in times of trouble?
2. How do we overcome the challenges of today?
3. How do we overcome obstacles in the way of our success?
Start with yourself.
Have a positive mindset.
Have a positive mindset

There have been 47 significant downturns in the market since recording such events in 1790.

My mind and gut tell me that we will make it through to see 48.
LIFE IS 10% WHAT HAPPENS TO YOU
AND IT IS 90% HOW YOU REACT TO IT
Have a positive mindset

“Life is about perspective. The only thing you can control is how you choose to show up.”
“Yes, I believe sincerely that everyone has consummate genius within them. Some appear to have it more than others only because they are aware of it more than others are, and the awareness or unawareness of it is what makes each one of them into masters or holds them down to mediocrity. I believe mediocrity is self-inflicted and genius is self-bestowed.”
Nothing is achieved without first a belief that it can be done. That’s a mindset. Mindset is an attitude that colors our view of the world and what’s possible in the world.
Have a positive mindset

It’s a new world with new tools, new economics, new ways of getting things done.

Understand and address the resources that can change to make improvements at this time (it’s an opportunity!) and reset on what success looks like.
Polling Question

What percentage of your workforce is presently telecommuting or working differently right now?

- 0%
- 20%
- 40%
- 60%
- 80%
- 100%
Remember others.
Any success is a social journey. Work with others from where they are.
Understand the reality of your situation

Some things have changed and will never revert back to the way things were.

Some things have not changed and will never change.

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The William Bridges Transition Model

- The New Beginning
- The Neutral Zone
- Ending, Losing, Letting Go

Time

Importance
Work with people from where they are, not where you would want them to be.

Amber Case, Founder of Geoloqi
Be intentional

Slower is faster, especially in a virtual world.

Establish alignment, connection, and joint purpose.
Polling Question

Rate your organizational morale during this time of profound change

1. **Excellent** - Team members are thankful for our ability to adapt in the face of the pandemic
2. **Good** - Most team members are doing well
3. **Mixed** - Some team members are doing well while others are struggling
4. **Fatigued** - Team members are tiring of the length of the change
5. **Stressed** - Team members are experiencing stress due to change and uncertainty
6. **Struggling** - Team members are struggling during this unprecedented time and many are afraid
It’s all about fundamentals.
That’s because it’s all about people and that will never change.
Focus on the fundamentals

We live in a highly specialized world and in times of great change it is easy to overlook the fundamentals.

Thornton May, Futurist
Focus on the fundamentals

Work to get it right, not to be right.
Measure what matter and nothing more.
Act now and avoid the disease FUD.
Build relationships before you need them.