



BIG BOLD GOALS

Put people first and the results will follow

The Big Divide

What Leaders Think vs. What Employees Really Want

According to a 2021 study by McKinsey, the three most important things that employees want right now are:

- **Feeling valued** by their manager
- **Feeling valued** by their organization
- **A sense of belonging**

But how do we do this during a time of global turbulence? We have two major factors affecting our ability to engage and motivate our workforce today: **Covid and global conflict.**

Covid

Emerging from the Pandemic

70%

According to the 2021 Work Trend Index, over 70% of workers want flexible remote work options to continue, while over 65% crave more in-person time with their teammates.

66%

As a result, 66% of business leaders are preparing to redesign office spaces to better accommodate hybrid work environments.

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*Some tips for creating productivity and avoiding burnout in a hybrid environment
– encourage your employees to:*



ESTABLISH A CONSISTENT SCHEDULE

- When are you most productive? Schedule your work hours accordingly.
- Create routines for when you are working from home and when you are working from the office.
- Establish which tasks are best done at home vs. which tasks are best completed in the office is critical to thriving in a hybrid environment.



SHARE A CALENDAR TO AVOID CONFUSION

- Create a shared calendar to identify who is working from home when
- Include any regular regular meetings or check-ins on the calendar
- Ensure to block out your lunch/break times
- Add any special time you need to focus on projects or to-do's
- Make sure it's easy for everyone in the office to know when you are available for meetings, etc.



CREATE HEALTHY BOUNDARIES

- When you are working at home, take regular breaks throughout the day.
- Set regular start and finish times for your day.
- Discuss boundaries around evening and weekend work with your manager.



FOCUS ON OUTCOMES

- Time spent sitting at your computer does not equal completing a greater amount of work.
- Measure your productivity in outcomes not time.



INVEST IN TEAM BUILDING

- Team building is more important in a hybrid work model.
- Teams who collaborate intentionally are three times more likely to achieve high team innovation than teams who do not use an intentional approach (Gartner).
- Use breakout rooms in Zoom to encourage discussion, encourage peer learning or remote team lunches.
- Invest in a teambuilding workshop or two! The ROI will be worth it.

Global Conflict

The Effects of the Conflict in Ukraine

The Russian invasion of Ukraine and the humanitarian crisis has captured attention worldwide. As employers we need to understand that for some employees, the levels of stress, anxiety and depression associated with the conflict can be severe.

How can we help people cope?



ALTRUISM

Encourage employees to get involved through volunteering – whether that is a food drive or collecting clothing and items that might be needed.



MATCHING DONATIONS

Some companies are matching the financial donations raised by employees to provide humanitarian assistance to the Ukraine.



CREATE AN INTERNAL WEBPAGE

Provide links to how people can help, articles that might ease the worry and concern.



CREATE A SPACE FOR PEOPLE TO SHARE

Sometimes we don't need to fix, we just need to listen and give people the space to share their worries and concerns.



COMMUNICATE REGULARLY

Everyone has been touched by this crisis whether we have colleagues in the Ukraine and Russia or not. Provide regular business updates so employees know how the company is responding to the crisis and helping colleagues.

If you or your managers needs any development or support in this area, please let us know. We provide world-class workshops to world-class organizations.