

Rethinking the Office Physical and Virtual



Community Chats

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WELCOME

Context

Today we will concentrate on the post Covid-19 world, as Health and Safety concerns will drive your decisions as we slowly stagger any return to our physical offices.

Agenda

- Explore the opportunity to Pivot to new ways of working
- Discuss how to create choice for your people
- Look at potential cost savings
- How to rethink your physical space
- Tips along the way
- Ask Questions in the Question box



Opportunity to Pivot to new ways of working

- Will your people be willing to get back to 'Business as Usual'?
- What are the expectations of your leaders and people?
- Poll 1
- Poll 2
- Poll 3

TIP 1: Start talking about this within your management teams and if there is an openness to change seek feedback from your staff.



Discuss how to create choice for your people

- Barriers;
 - Culture (presenteeism, lack of trust)
 - Technology (telephony, need for multiple screens, security)
 - Skills & Knowledge
 - Training & Development (face to face bias)
 - Process (HR policies, H&S rules, Unions)
 - Client expectations

TIP 2: Identify your particular barriers and ask are they real, do they serve your clients, your vision, your goals?



Look at potential cost savings

Potential Savings

- Rent
- Utilities
- Fit-out including shared technology costs
- Cost of churn
- Facilities management
- Less use of external spaces for conferences, meetings, client events

TIP 3: Look at your property plan now and identify breaks in leases, opportunities to co-locate with other parts of organisation or sub-let



How to rethink your physical space

- What do you need more of
 - Quiet Space
 - Creative Meeting Spaces
 - Spaces to Collaborate with Clients, other areas
 - Dedicated Project Spaces
 - Socialising Spaces

TIP 4: Discuss why do your people need to be in the office? What type of activities are they undertaking and does the physical space support it?



Summary

Start asking questions now about what you can learn and implement from the way you have worked during COVID-19 lockdown to benefit your client organisation and people.



Poll One

What way of working do you think your company will have once Covid 19 pandemic is over?

- 1 100% Back to Normal
- 2 100% Working from home (WFH)
- 3 Defined and scheduled WFH time (e.g. 2 days week)
- 4 Your people have freedom to choose
- 5 Only certain jobs/level can WFH



Poll Two

What are the positives about WFH you have heard from your people?

- 1 Manage work-life balance
- 2 Reduce commuting time
- 3 Increased productivity
- 4 Ability to manage their work day
- 5 More communication with their manager and team



Poll Three

What way of working do you think your people will prefer once Covid 19 pandemic is over?

- 1 100% Back to Normal
- 2 100% Working from home (WFH)
- 3 Defined and scheduled WFH time (e.g. 2 days week)
- 4 Your people have freedom to choose
- 5 Only certain jobs/level can WFH

