

Positioning your Company for the Post-COVID Future

www.workplaceinnovation.eu





Can we help?

Send us a private chat message on Zoom before the end of the webinar

Or email:

Workplace Innovation Europe: contact@workplaceinnovation.eu

Scottish Enterprise: Hazel.Black@scotent.co.uk

Skills Development Scotland: James.Burns@sds.co.uk



Go to www.menti.com and use the code 19 74 54



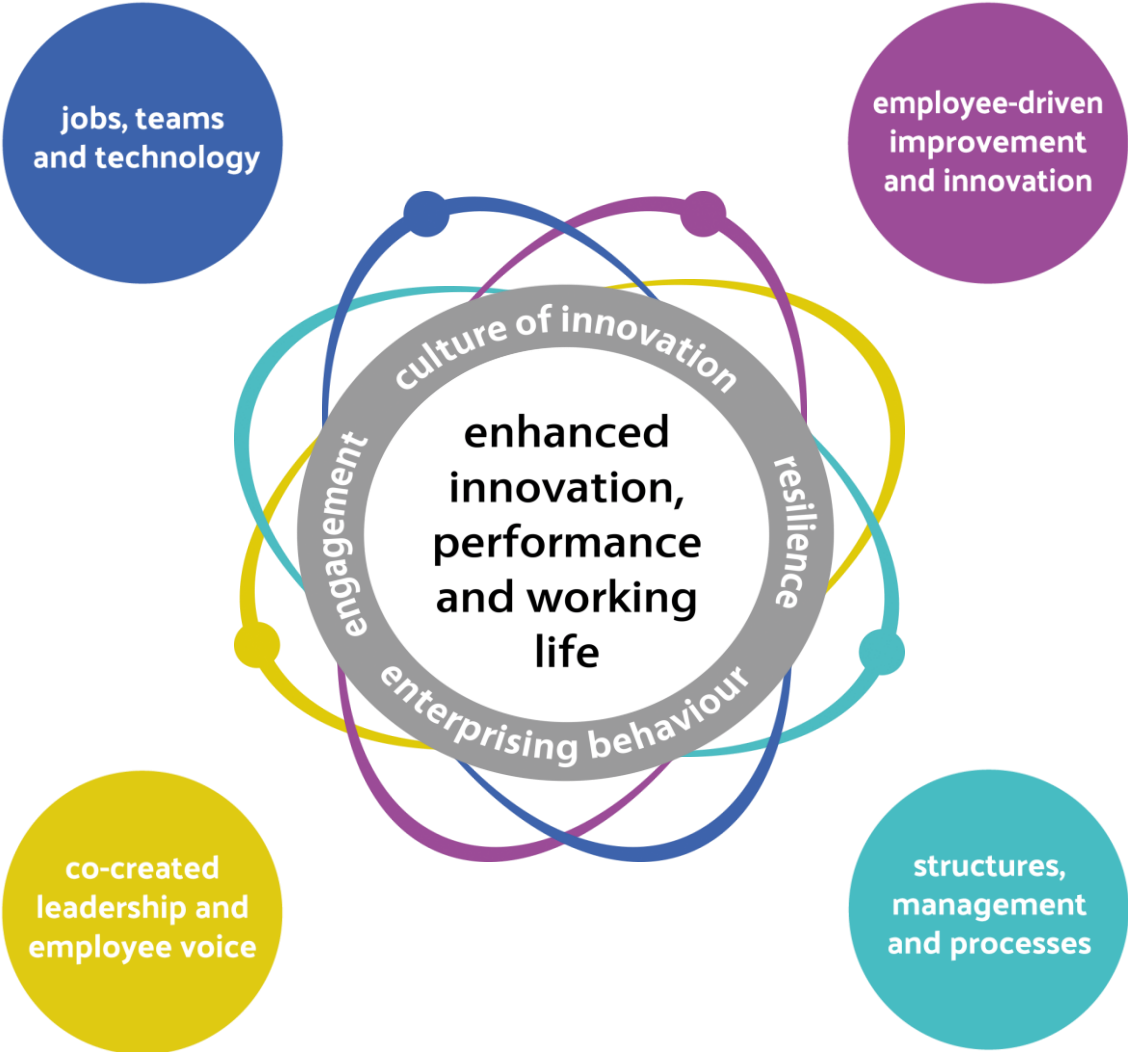
Workplace Innovation

Introducing workplace practices that enable all employees to use and develop their skills, knowledge, experience and creativity to the full, leading to enhanced performance and quality of working life.



Workplace Innovation

Comparing like with like, companies adopting workplace innovation practices systematically **achieve 20-60% gains** in productivity, innovation and employee well-being.





Turning Crisis into Advantage


Everything we know from decades of research evidence and practical experience about what makes a productive, innovative and healthy organisation cannot be put on hold until the end of the crisis.

On the contrary, it is now more important than ever.



Hard choices may well be necessary . . .

. . . but those who stay will need to work in very different ways, acquiring the knowledge, skills and mindsets that enable them to become more productive, enterprising and versatile.

A full moon hangs in a dark, cloudy sky over a vast, dark sea. The moon's light creates a shimmering path on the water's surface. In the lower-left foreground, a small, dark boat is beached on a sandy shore. A large, semi-transparent green graphic with a wavy, water-like edge is positioned on the right side of the image, serving as a background for the text.

*Crisis as
an
OPPORTUNITY*

WORKPLACE INNOVATION WEBINAR: 1ST JULY 2020

CRISIS as an “OPPORTUNITY”

- What have we learnt and what do we learn?
- How can we translate our learnings into an increased resilience?
 - As an individual
 - As an organization
 - As society
- Possible approaches towards an improved future outlook

What have we learnt and what do we learn?

Organizations

We recognize for each organization 4 + “1” phase in this crisis

1. How to get organized in order to manage the impact?
2. How to get organized in order to survive the impact (and...?)
3. How to get organized for the safe restart of our activities?
4. How to get organized to limit the damage?

+ 1 How to get organized in order to increase “our” resilience and to get better prepared for the future?



By integrating our observations in society into
our organizational DNA
(accept the challenge and be the first)

Society

We observe and we learn

- Strong **entrepreneurship** (“together-we-can”) and **informal leadership**
- **Creativity** in solving problems which we had never before
- **Passion** to share ideas
- **Solidarity** (at individual, organizational, governmental, scientific, ... level)
- New **ways of working** with positive effect
 - Telework
 - Virtual teamwork (focus on connection, communication, and resilience)
- Good **preparation als key for success**
 - Self-organization in order to cope with the hard work
 - High responsiveness in case of unforeseen events
 - Quality of communication is essential
 - Process-auditing and correction is needed



What have we learnt and what do we learn?



By integrating our observations in society into our organizational DNA
(Accept the challenge and be the first)

TRANSFORMATION

From hard money-making machines to modern economic actors, taking care of ...

HOW ?

Organisations focusing on

- A positive impact on society
- More value for the customers
- Respectful involvement of all employees and partners in process-efficiency and cooperation

Resulting in

- “Sustained” business-results
- “Significant” improvement of quality of work, improvement of employee’s motivation, positive energy and eagerness

5 levers to start with

- Connection and Communication = ensuring that everybody is involved (“our” future is “our” responsibility)
- Increase Business Intelligence (Go-Get-Grasp)
 - Go to the Customer/Market
 - Go to the Supplier
 - Go to the Neighbourhood/Society
 - Go to the Competitors
- Define our Business Continuity Plan (ISO)
- From classical “down-/right-sizing” to innovative “Bright-sizing” with increased added value and making unused potential visible
- Write “together” our White Book translated into real future-oriented action plans
 - Customers, Suppliers, all Employees, Investors, Society
 - Our role as leader, our role as organization



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Breakout!





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– acquiring the knowledge, skills and mindsets that enable
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Misconceptions . . .

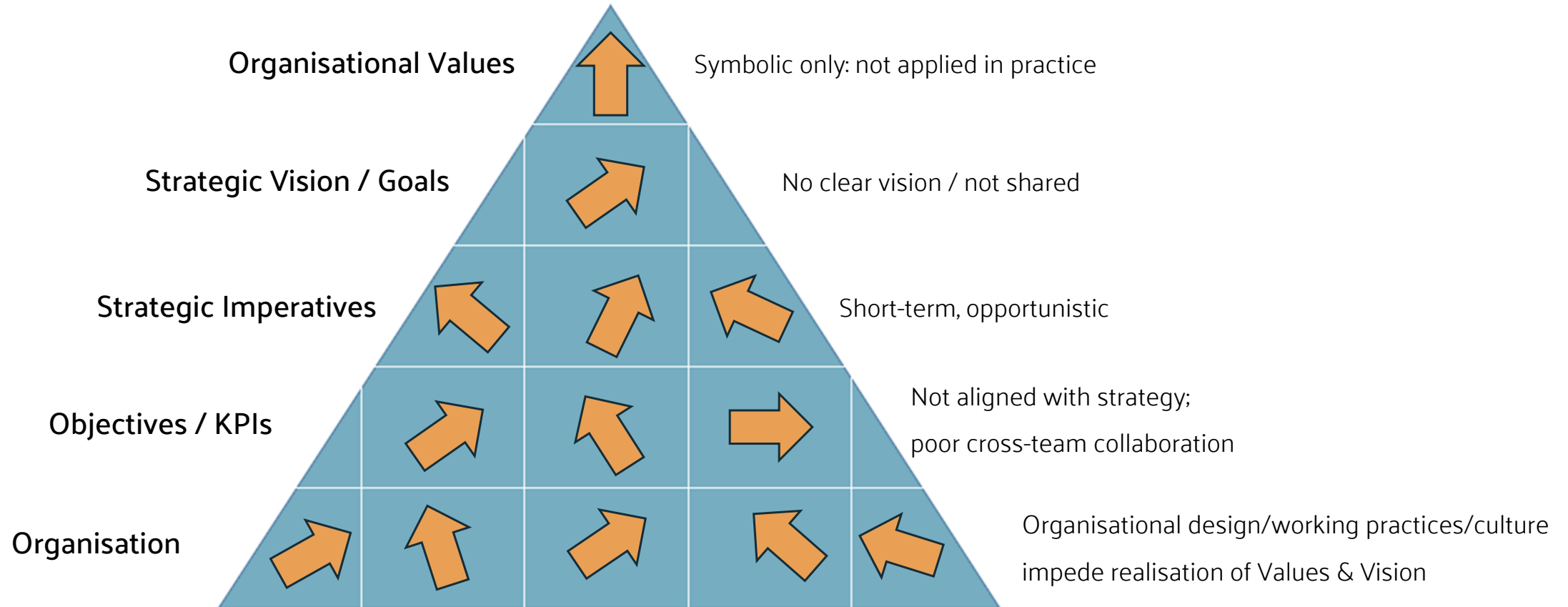
1. We need to train our managers
2. Happy employees are productive employees
3. Technology is the answer



Turning Crisis into Advantage

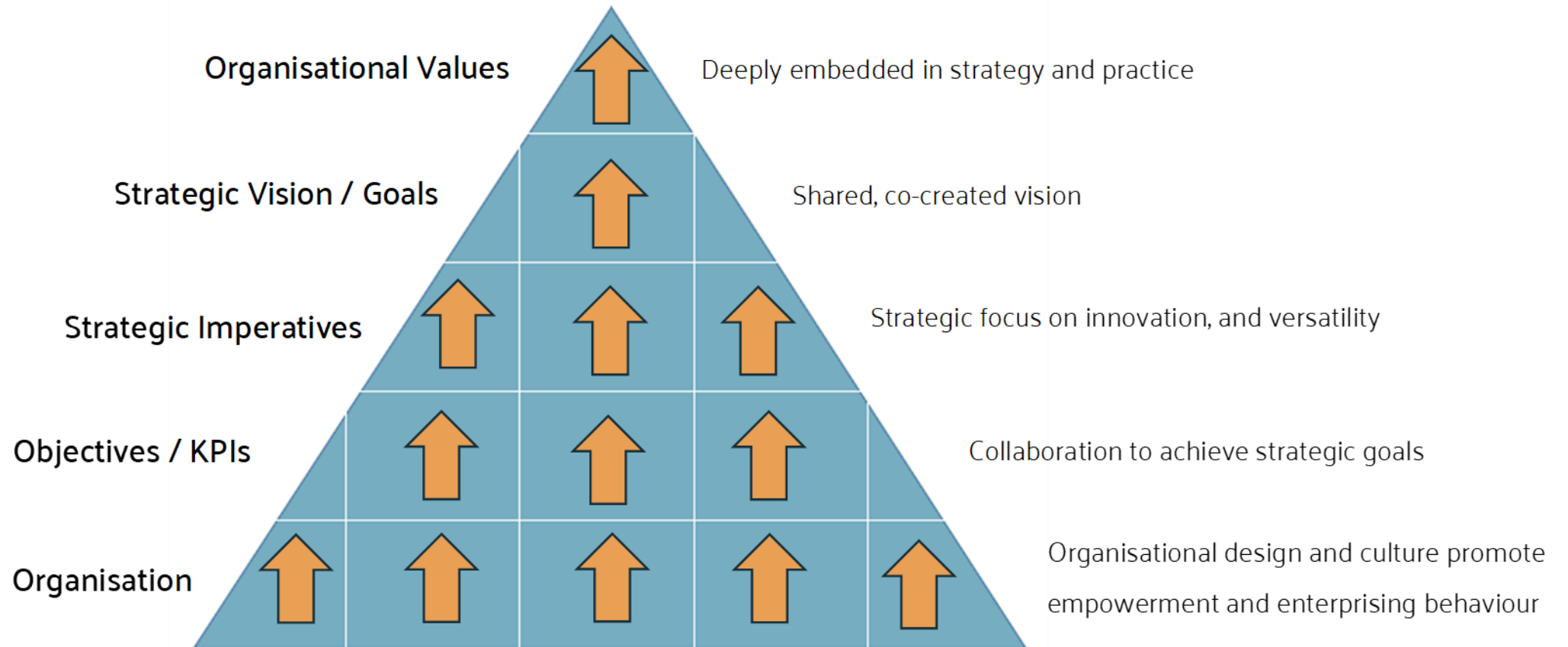
1. Focus on alignment
2. Create a workforce fit for future challenges
3. Take a critical look at structures, management & processes

Focus on Alignment



(Adapted from an idea by David Hutchins)

Focus on Alignment



(Adapted from an idea by David Hutchins)

Create a workforce fit for (near) future challenges

... enabling all employees to use and develop their skills, knowledge, experience and creativity to the full ...

Changing the focus from job roles to task orientation and versatility

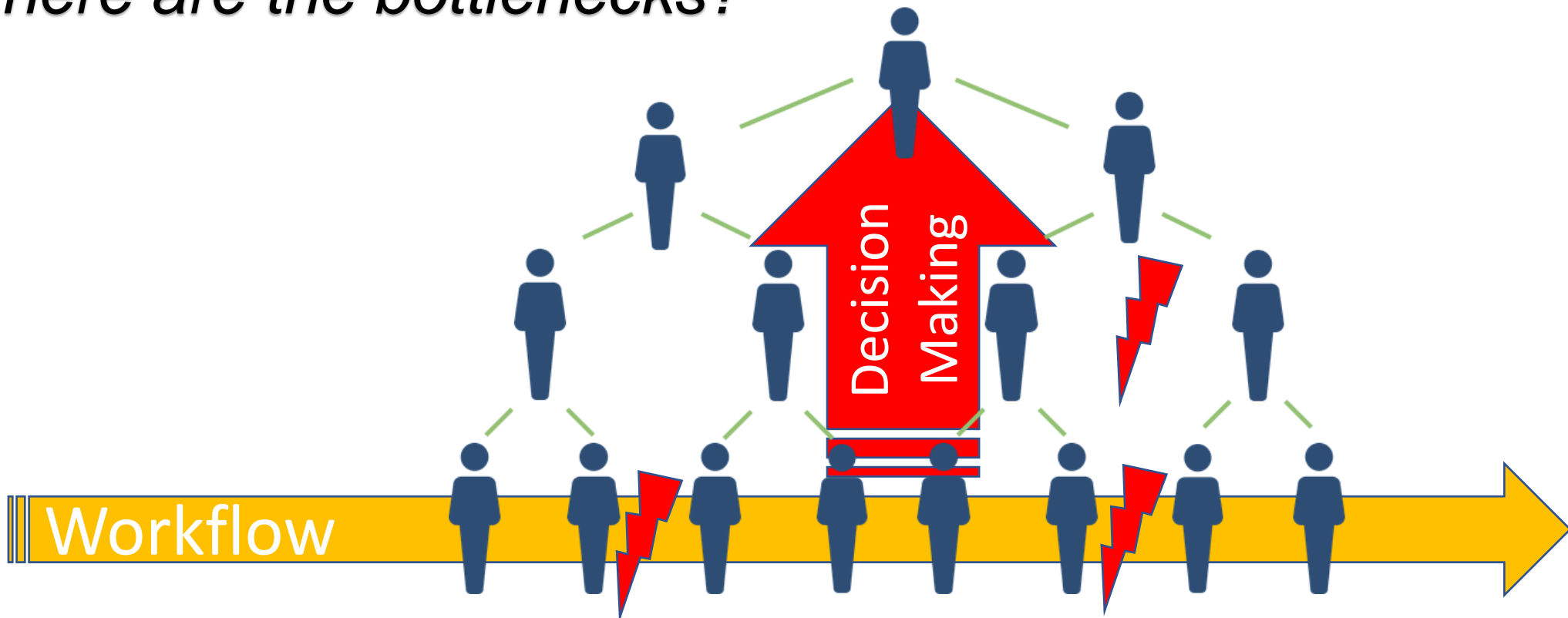


Create a workforce fit for (near) future challenges

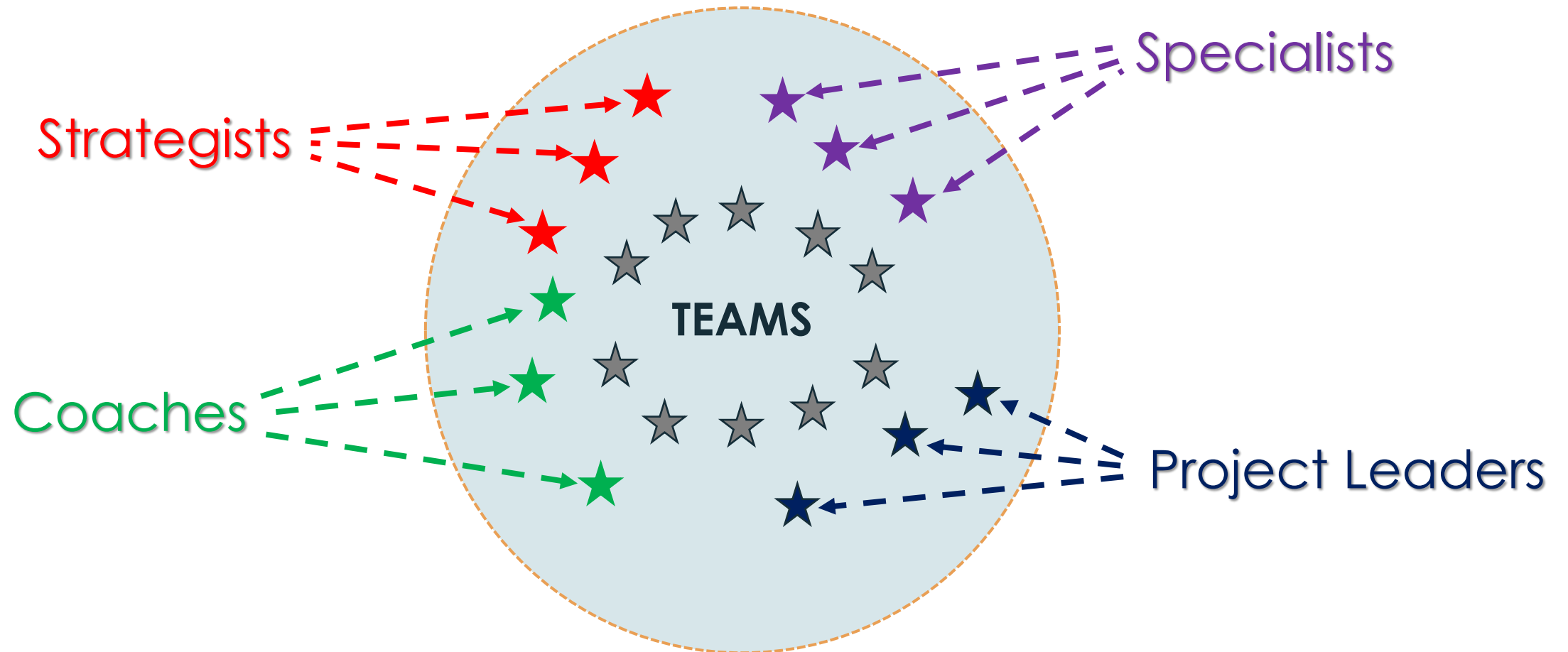


Take a critical look at structures, management & processes

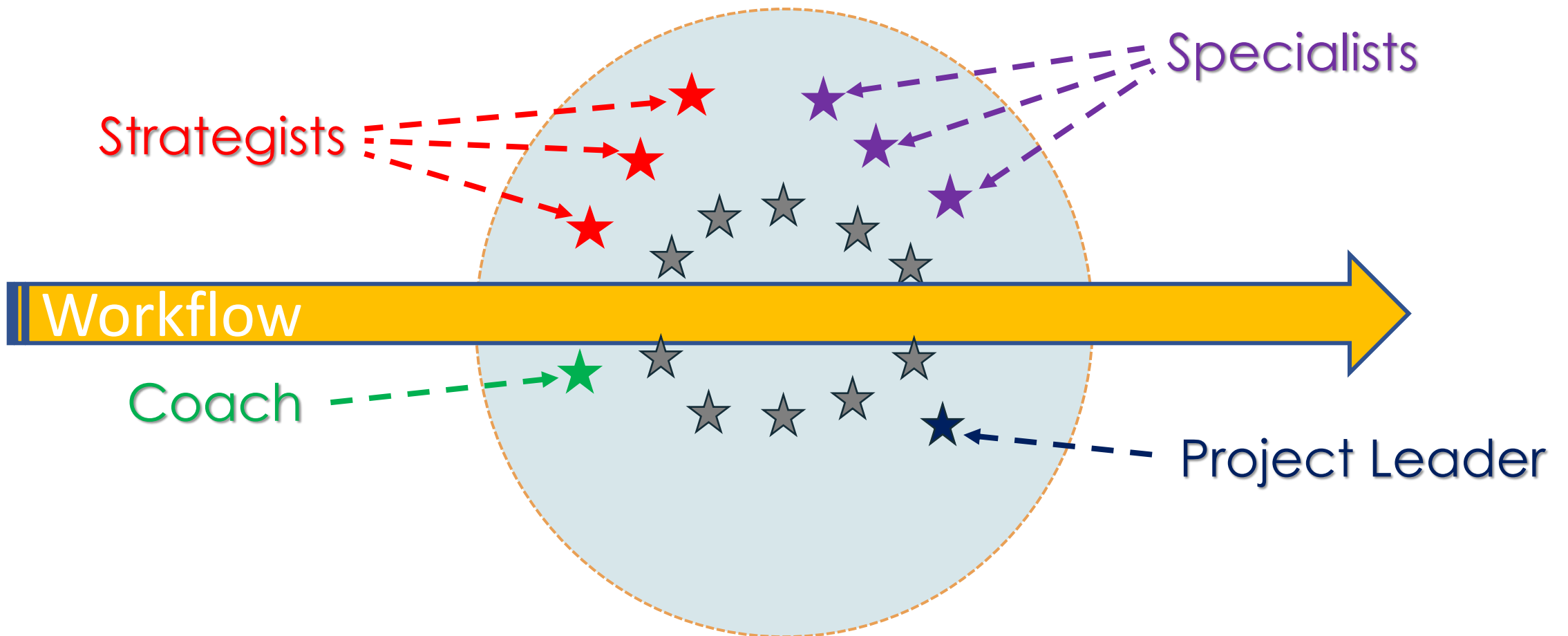
Where are the bottlenecks?



The Strengths Based Organisation



The Aligned Organisation





Find Your Guerrillas



Do
Influence
Advocate

Find Your Guerrillas



Go to www.menti.com and use the code 19 74 54

Breakout!

What are the
priorities for
change?



How did we do?



Go to www.menti.com and use the code 19 74 54



One positive action from today



Conclusions . . .



Edwin



Peter



Rosemary



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Wednesday 8th July at 13.30

FOLLOW-UP WEBINAR
Helping you deliver real change



Try Our Free Short Diagnostic

JOBS, TEAMS AND TECHNOLOGY

ORGANISATIONAL STRUCTURES, MANAGEMENT AND PROCESSES

EMPLOYEE DRIVEN INNOVATION AND IMPROVEMENT

CO-CREATED LEADERSHIP AND EMPLOYEE VOICE

Test your organisation against twelve evidence-based workplace practices associated with high performance and employee engagement.

On completion you will receive a short report and recommendations, and you can contact us to explore your results in more detail.

[TRY OUR TASTER DIAGNOSTIC](#)

Your Guide to Workplace Innovation



How do you build a high-performing organisation that is also a great place to work?

Our **free Guide** offers inspiration and solutions, helping you assess current practices in your organisation, suggesting pathways to change, and signposting further sources of information and support.

[DOWNLOAD YOUR FREE GUIDE](#)

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