



# Emerging through Covid-19: The Future of Work

22 June 2021



# Introduction

Covid-19



Emerging  
Through Covid-19

The future of work



ENTERPRISE  
IRELAND

VOLTEdge  
Because People Matter

# Panelists



**Karen Hernandez**

Senior Executive, Client  
Management Development |  
Enterprise Ireland



**Fredericka Sheppard**

Joint Managing Director |  
Votedge Management Ltd



**Joyce Rigby Jones**

Joint Managing Director |  
Votedge Management Ltd

# Agenda

- Introduction & overview of people & HR challenges
- Review of key HR challenges:
  - Leadership at a time of transition
  - The evolving workplace for the future
  - Remote, hybrid and flexible working models
  - Employee health & well-being
  - Resource planning for a virtual workforce
- Enterprise Ireland Supports
- Questions & Answers
- Wrap-up

# Leadership at a time of transition

- Strong & effective leadership will be critical in a post-pandemic environment
- Role of leadership has evolved
- Certain leadership behaviours are becoming increasingly important:
  - Demonstrating empathy and showing support
  - Empowering others and delegating
  - Promoting an open and trusting work environment
  - Being comfortable with ambiguity
- Provide clear, concise, regular and honest communication to employees

# The evolving workplace

- Review your current workspace and layout
- Consider ventilation needs
- Use technology to manage & enhance the workplace experience
- Educate and involve employees in redesign
- Consider how you can best utilise your space to promote collaboration and innovation
- Review alternative options such as hubs and co-working spaces

# Remote, hybrid and flexible working models

- Consider which options are right for your business and employees
- Set up a working group to consider options with representatives from management and employees.
- Survey your staff
- Understand the expected output from the type of work performed
- Analyse the challenges and successes of the past 12-18 months
- Identify your workplace options
- Consider the facilities and services needed by your employees
- Consider the costs involved with the various options
- Stay true to your culture and values

# Employee health and well-being

- Covid-19 has brought concerns about employee physical and mental health and well-being to the forefront of businesses
- Have a holistic framework in place to support physical and mental health
- Offer sources of assistance - counselling, an employee assistance programme and occupational health services (OHS)
- Provide line managers with ongoing training and guidance to support teams
- Encourage managers to have regular check-ins to support employees and spot early signs of poor mental health
- Review workloads and distribution of work on a regular basis
- Promote well-being initiatives and work/life balance



# Resource planning for a virtual workforce

- Review your recruitment plans and processes on a regular basis
- Consider how your candidate marketplace may have changed post Covid
- Review and revise your Employee Value Proposition to new and existing employees
- Use digital recruitment tools to help you manage the recruitment process
- Focus on engaging and motivating existing employees
- Provide developmental opportunities through virtual learning, role rotation or project work
- Offering flexible or remote working options to existing employees can also be a retention tool

# How can Enterprise Ireland help?

- **Emerging through Covid-19: The Future of Work**
  - Employer guidance and best practice on transitioning to a new era of work
  - Sample templates and checklists
  - Questions & Answers
- **Advice & access to financial and non-financial supports (where eligible)**
  - People & Management engagements
  - Strategic Consultancy Grant
  - Middle Management Training Grant
  - Virtual Mentor Network

# Questions