

RBC Dominion Securities Inc.

## MANAGING YOUR TEAM POST-PANDEMIC



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# Managing Your Team Post-Pandemic

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# AGENDA

1. Let's reflect...
2. What managers can expect post-pandemic
3. What managers can expect from the employees
4. Management best practices in the “new norm”

# Check-in

## 1) Let's reflect...

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### **Before Pandemic**

- What were the two critical tasks that you were working on?
- What were the top two challenges that your business was facing?

### **Post Pandemic / Gradual Return to Work**

- What are the two critical tasks that you will work on?
- What are the top two challenges that your business will face?



## 2) What managers can expect post-pandemic?

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### A) Catching Up

- What we must do
- What we need to do
- What we put on hold

### B) Re-planning

- What are Essential tasks vs. non-Essential tasks (what we should do)
- Resources we have (time, budget, human capital, etc.)

## A) Catching Up

### The Tasks:

- **What** are they?
- **Who** can deliver them?
- **How** can they be delivered?

Results  
focused

### The Tasks



## B) Re-planning

Resource prioritization

### All Tasks

- **What** are they?
- **Who** can deliver them?
- **How** can they be delivered?



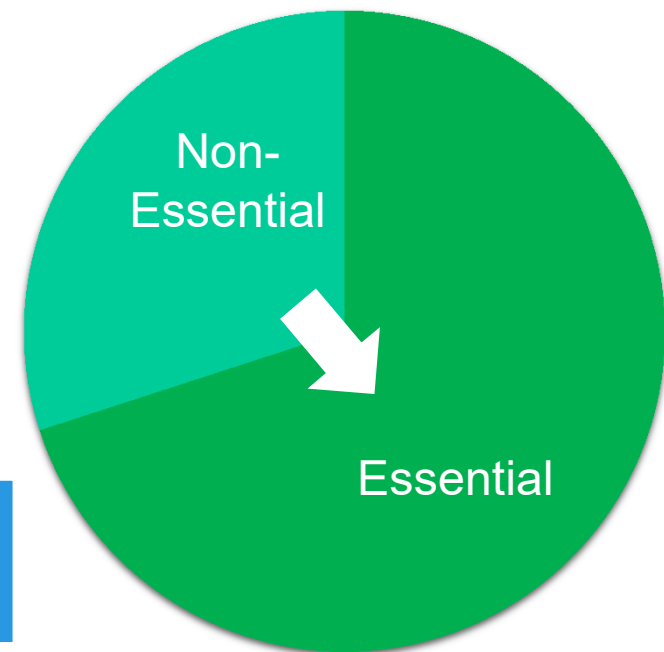
Same way

Similar way

New way

Drop

### All Tasks



# Check-in

## 3) What managers can expect from employees?

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**Post-pandemic / gradual return to work, what do you think the employees top concerns will be?**

- ✓ Health & safety
- ✓ Job security
- ✓ Work & life balance
- ✓ The growth opportunities
- ✓ Having more than one source of income



## 4) Management best practices in the “new norm”

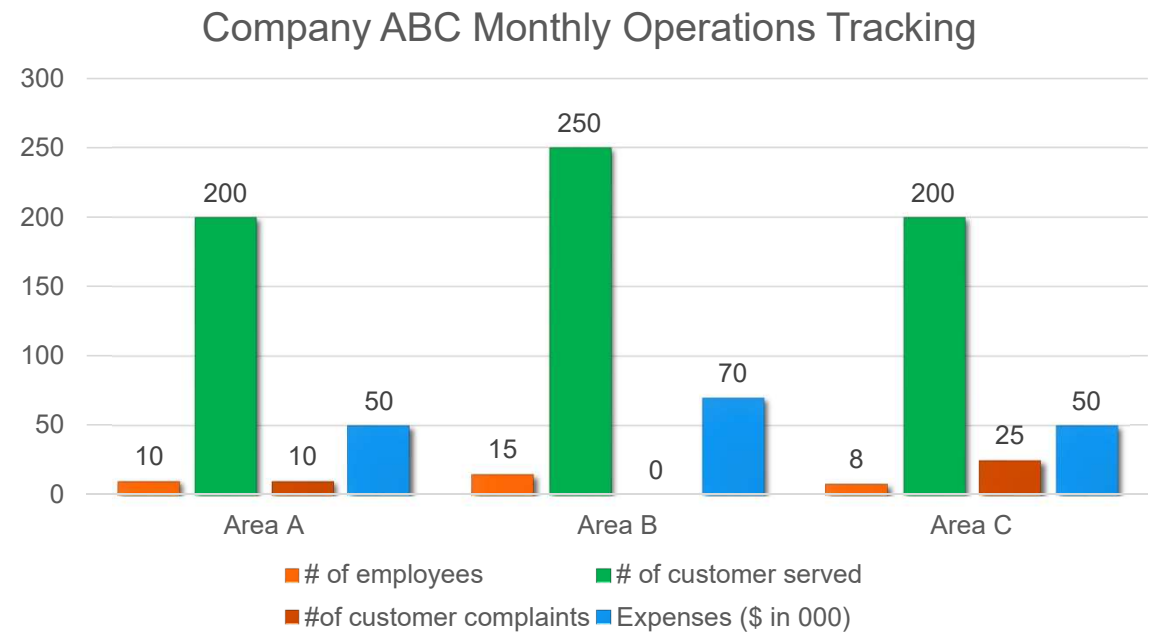
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- a) **Focus** on priorities
- b) Make decisions based on **data**
- c) **Train & develop** your workforce with a different focus
- d) Enhance your workplace **policies & procedures**
- e) Ensure that your organization has a **Business Continuity Plan (BCP)**

## a) Focus on priorities

1. Cost reduction
2. Improved sales

## b) Make decisions based on data



## c) Train & develop your workforce with a different focus

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### Employees

- ⑩ Ability to manage changes
- ⑩ Problem solving within resource limitations
- ⑩ Develop to be a continuous learner

### Managers

- ⑩ Maintain a clear vision
- ⑩ Stay agile & creative
- ⑩ Be a humane leader

## d) Enhance your workplace policies & procedures

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Remote working  
policy

Acceptable use  
policy

Social media policy

Leave program

Benefits offerings

Pandemic plan

## e) Ensure that your organization has a Business Continuity Plan (BCP)

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1. What were the lessons learned from this pandemic?
2. Who should be part of the committee to build this plan?
3. Conduct the business risk analysis
4. Forecast different scenarios
5. Build strategies to ensure business operations
6. Implement, train, test, adjust

# Alberta Job Grant

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- The Canada-Alberta Job Grant is a training program where an employer applies on behalf of their employee(s) for eligible training costs. Employers decide who gets training and what type of training may be needed for their employees.
- Eligible employers are required to contribute a minimum of one-third of the total training costs for existing employees. Government contributes two-thirds of the cost to a maximum of \$10,000 per trainee per fiscal year. If hiring and training an unemployed Albertan, up to 100% of training costs could be covered, up to \$15,000 per trainee.

<https://www.alberta.ca/canada-alberta-job-grant.aspx>

# Connect with us

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