

Workforce strategy framework

Strategy

How has COVID-19 changed the fundamentals of your industry and how you deliver value? How must your capabilities evolve?

Align purpose, values and culture

Which behaviors need to evolve the culture to new ways of working? How will you lead and communicate change?

COVID-19 Workforce Priorities

Operating Under New Demands

Leading & Communicating Change

Changing Facilities & Technology

Encouraging Empathy in Policies & Culture

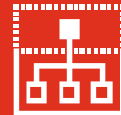
Managing Health & Safety

Evolve Workforce Strategy



Operating Model

- Who will return to work and how; who will remain remote?
- What are your decision criteria (health & safety, type of work, financial, worker needs and preferences)?
- How will your operations evolve to enable health & safety?



Talent Planning

- What's the impact on your strategic workforce planning?
- How will you evolve your sourcing strategy (build/buy/rent)?
- How will you advance your D&I agenda?
- How will your job architecture change?



Learning and Innovation

- How will you lead differently?
- What new skills and capabilities are needed from the workforce?
- How will you upskill / reskill the workforce?
- How will you accelerate citizen-led innovation?



Employee Experience

- How will you understand employees' evolving preferences and needs?
- How will you help establish an exceptional employee experience and wellness / well-being?
- How do your policies and rewards need to change?



Work Environment

- How must the on-site ways of working evolve?
- Will your future ways of working unlock real estate opportunities?
- How will you create appropriate remote environments?
- What technology and mobility are required?

Emerge stronger: listen, respond, monitor and adjust