



Untapped Potential

Advancing from Best Practices to Strategic Principles

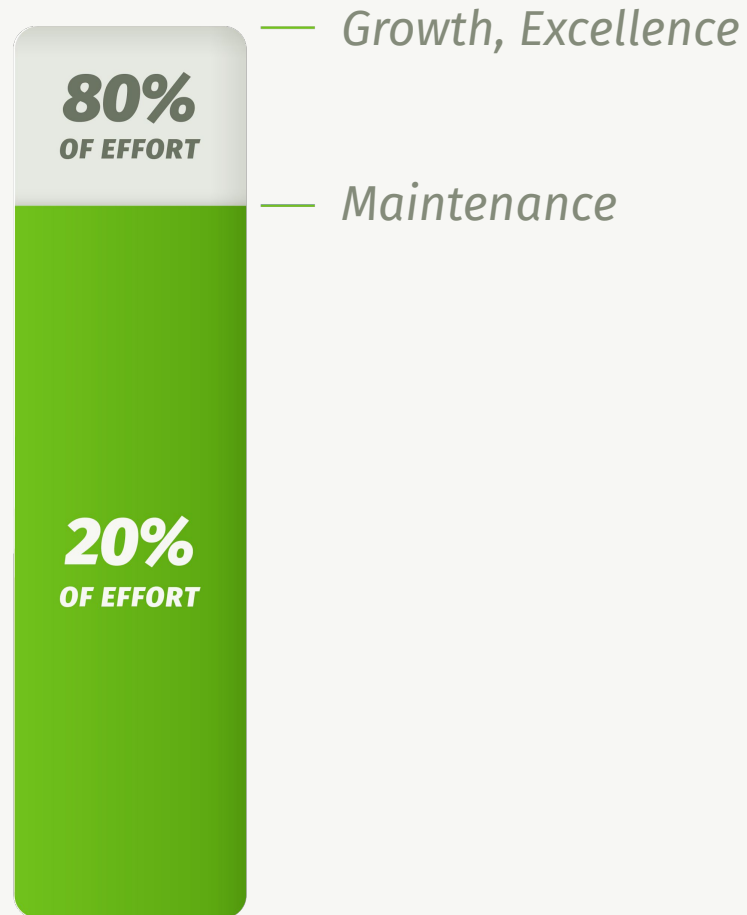


MVP

Minimum Viable Product

Best Practices

80/20 Rule



Scarcity Mentality

Maxed Out



*Authentic and
approachable leadership.*

*Office hours are
8:00 am to 5:00 pm.*



TRUST

*Managers set
clear expectations.*

*Set up employee
feedback mechanisms.*

*Hold regular check-in meetings
with remote workers.*

What If Working From Home Goes on... Forever?

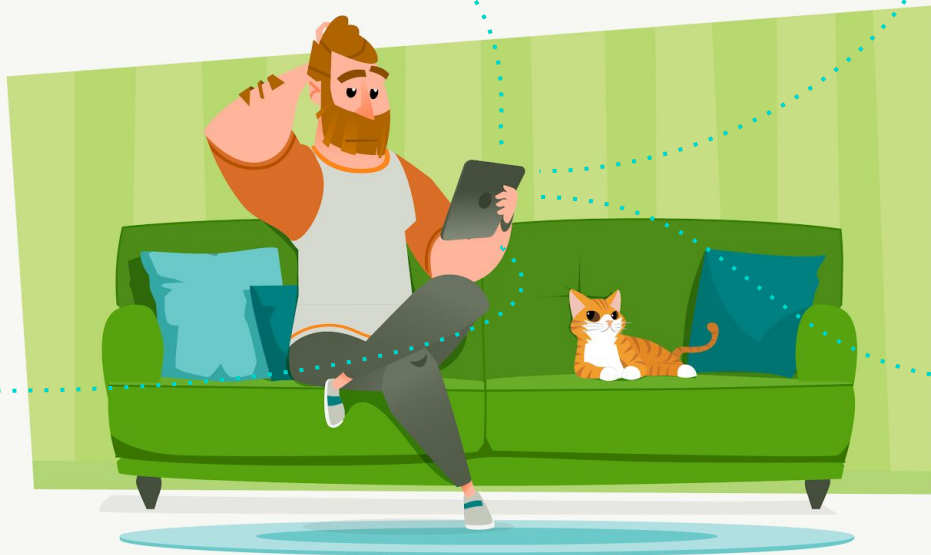
Miserable as it can often be, remote work is surprisingly productive — leading many employers to wonder if they'll ever go back to the office.

7 Remote Work Trends for 2020 (& Practical Tips to Get Ahead)

GET GOING WITH YOUR REMOTE WORK JOURNEY THIS YEAR!

5 Ways to Improve Collaboration in Your Remote HR Team

Remote Work Trends 2020: Staying Connected to Stay Ahead



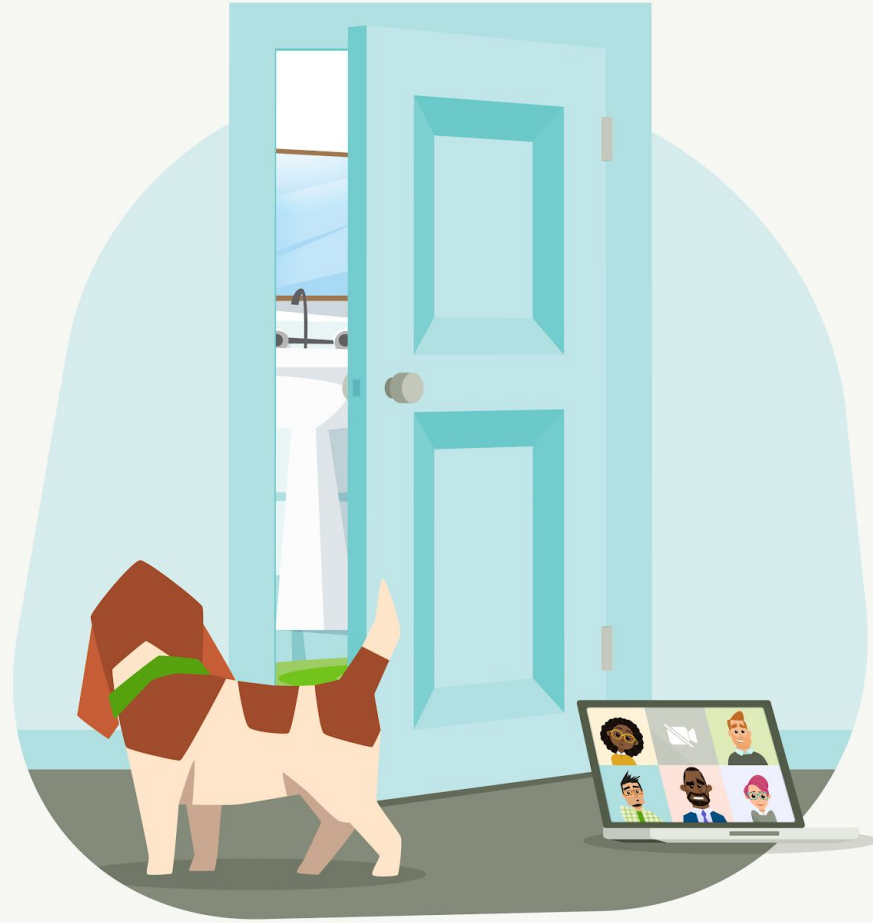


Check-ins with Purpose

- Check-in as humans: social skills still matter.
- Do we have clarity on priorities and focus?
- Encourage participants to be proactive.
- Eyes and Ears—come forward with missing priorities.
- Treat it like a pit stop—make sure everyone has what they need, then get back in the race.

Time Management vs. Life Management

- Help employees deal with unexpected new needs.
 - *Children at home with parents instead of in a school building*
 - *Deciding to forego medical care, leading to life with pain and other chronic conditions*
 - *Overcoming the barriers and stereotypes of people who use mental health resources*
- The efficiency of 8:00 am to 5:00 pm doesn't always translate to remote work.
- Productive times of day may be different based on employee circumstances.
- Back to back to back meetings interrupt basic life needs.



Help Employees Know When Not to Work

- Employees miss habitual work/home dividers like the commute.
- Recognize employees' work and help them meet expectations.
- Make time for doing things other than work where possible.
- Stress the importance of taking time off—even with current limits, time off can still help employees enjoy their quality of life.
 - *Old hobbies*
 - *Trying something new*
 - *Volunteer work*
 - *Professional development*
 - *Top pandemic-friendly places to visit*
- Share time off ideas as a group.

*Teach respect and sensitivity
as part of your culture.*

*Instruct recruiters to seek
new employees of all ages.*



INCLUSION

*Understand identity and cognitive
diversity opportunities.*

*Control biased hiring with
scorecards and interview training.*

*Ensure diversity, equity, and inclusion are principles
captured in your company values.*



————— **Female** —————



————— **Mother** —————



————— **Breastfed Children** —————



Working Mother —————



Using Differences to Identify Personas

- Identity Diversity
 - Age
 - Gender Expression
 - Background
 - Parental Status
- Cognitive Diversity
 - Creative vs. Procedural
 - Broad Skill Set vs. Specialist
 - Traditional Approach vs. Trailblazing
 - Veterans vs. Fresh Faces
- Identify Employee Resource Groups
 - Personas with unique needs that the organization can support



*Apply the Blue
Ocean philosophy.*

*Build a human-centric
culture.*



SUCCESS

*Develop an internal
locus of control.*

*Practice social
accountability.*

*Build to a point where customers
experience your business success.*