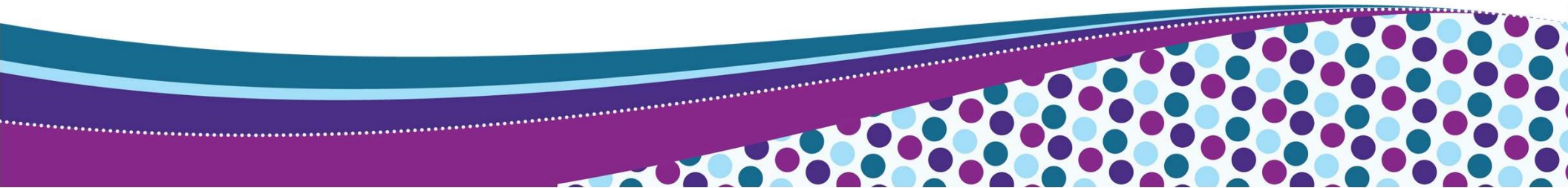




focal point training

shaping workplace behaviour

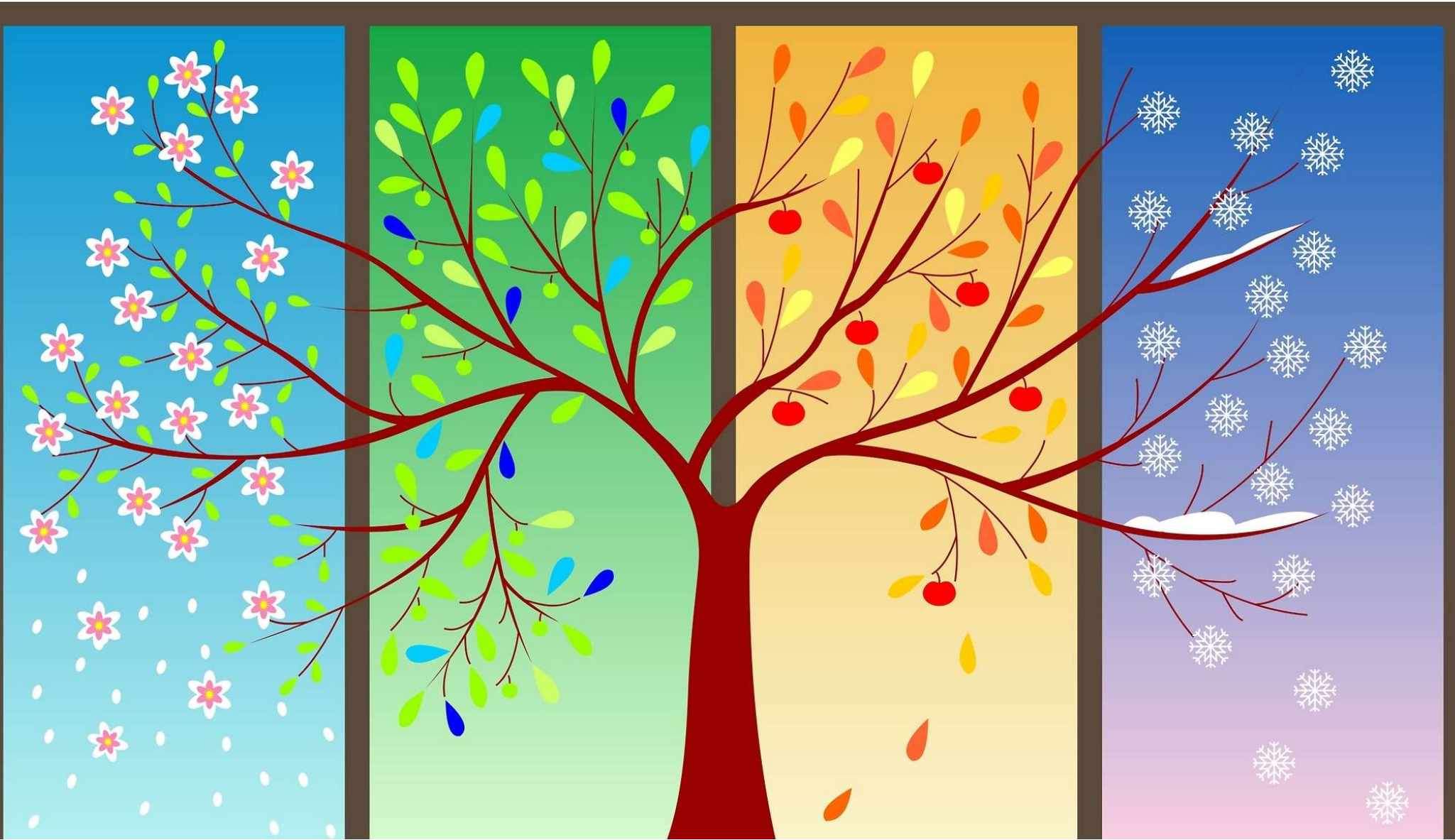




Time to RESET...?



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Time To...

While much of the last year has felt challenging, with huge changes in our working landscape, there is now a real opportunity for us all to do things differently; to embrace the changes, learn from everyone's experiences and use the positives.

But for that to happen, managers need to take their teams with them.

Our RESET package of workshops is designed to help managers and team members come together to make the most of these opportunities

R

review

With change comes learning – but we need to create the time to take stock and identify how we can all benefit from that learning. We help you and your team draw on everyone's experience of working through the pandemic, look at how to harness the positives and agree what to build into future ways of working.

E

expectations

Different ways of working mean our expectations of each other change. But unless we discuss our expectations of each other, frustrations will set in and make things far harder than they need to be. We help you and your team identify the specific expectations you have of each other, iron out those niggles and frustrations that may have been building up and facilitate clearer communication and more productive working relationships going forward.

S

skills

Adapting to change often highlights where skills need to be developed. We help you and your team identify what skills have helped you all in the past year, look at how to build on these to make the most of them and how to nurture newer or under-utilised skills.

E

environment

Whether working on site or remotely from our homes, we have all experienced deep-seated changes in our working environments. We help you and the team evaluate the impact of these changes; how will they affect team culture? How do you navigate the move to a more "hybrid" way of working?

T

trust

Change tests workplace culture and those built on trust always fare better; they are more adaptable, resilient, more positive. We help you and your team with practical ways to create trusting relationships and ensure that you will be able to thrive whatever challenges are thrown at you next!

The RESET package can be run as one workshop or as a series of bitesize sessions
It can be facilitated both face to face and virtually via video conference

Call us on 01903 732 782 or email us info@focalpointtraining.com or visit www.focalpointtraining.com



- Review
- Expectations
- Skills
- Environment
- Trust

Changing times...

- All bar those needing to work on site can work remotely – Twitter
- Office centricity is over – Shopify
- We will hire remote-first workers – Slack
- We have a “work from anywhere” policy – Spotify
- We are location agnostic – Hubspot
- We have non-place dependent workers – Ford
- We have flexible work-weeks – Google
- Aviva and Facebook are talking positively about “hybrid-models”

Other thoughts...

- Goldman Sachs CEO David Solomon said “It’s an aberration that we are going to correct as quickly as possible”
- Jes Staley, Chief Executive of Barclays said remote working is a short-term measure that is not sustainable
- Sachs talked about the difficulty of supporting new starters as an example and Staley is concerned about the impact on collaboration going forward
- 80% still want a connection with a physical workspace – Salesforce
- McKinsey research has found 20-25 percent of the workforces in advanced economies could work from home three to five days a week. This is four to five times more than before the pandemic
- Work that is done best in person includes negotiations, critical business decisions, brainstorming, providing sensitive feedback and onboarding new employees

Where do you want to be...?

- Key to making the right decisions for your firm will be reviewing the past year...
 - What has gone well?
 - What hasn't gone so well?
 - What have been the benefits of working differently?
 - What have been the downsides?
 - What would team members like going forward?
 - What are next steps in moving forward?

Time to reset...

- What has gone well?
- What have the benefits been of working differently?



Time to reset...



- What hasn't gone so well?
- What would we need to do differently?

Next steps to Resetting...

- Managing changes successfully requires...
 - Open and honest conversations...
 - Being clear on expectations
 - Being open to experimenting
 - Considering the skills needed; developing new ones or nurturing under-utilised ones
 - Thinking how the environment and culture will change
 - Building trust
 - Role-modelling

Looking ahead...

Organisations who can blend physical and virtual spaces are likely to be the most popular and successful going forward...



thank you

If you have any questions or would like any further help or advice, please contact us on:

Tel: 01903 732 782

Email: info@focalpointtraining.com

Website: www.focalpointtraining.com

And to keep up to date with the latest research, opinion and resources in managing behaviour and creating inclusive workplaces...

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