

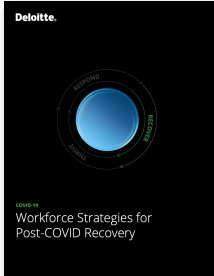
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Deloitte.

COVID-19
Workforce Strategies for
Post-COVID Recovery

“It is important to realize that the recovery won’t be static. It will not occur on a specific date.” [...]



<https://www2.deloitte.com/au/en/pages/financial-markets/articles/it-is-essential-to-realize-that-the-recovery-won-be-static-it-will-not-occur-on-a-specific-date.html>

4



“Flight into health”

We reduce our bandwidth for uncertainty and future disruption

5



We don’t all cope in the same way

6



7

What humans need in chaotic times

- A sense of safety
- Information (how much?)
- Connection with others
- Time to express emotions
- Time to pause
- Breaks and time off



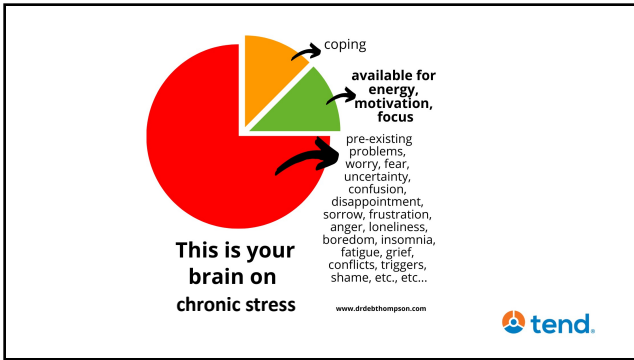
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• We're not "all in the same boat"

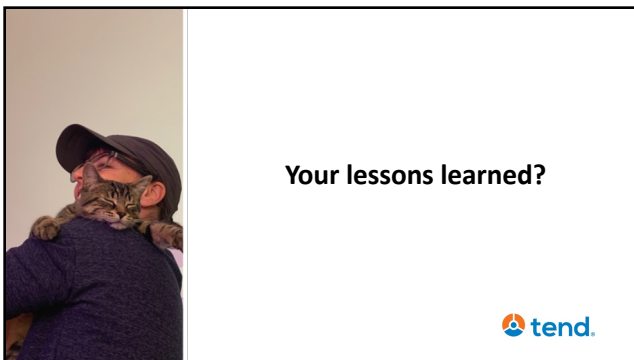
• "Working from home": what kind of home?



9



10



11

Dr. Bruce Perry:

“[...] One of the most useful things that people can do is be **intentional on a review** [...]. And, some people will do that, some people won't.

But I think if **people take the time** and sort of do this little inventory, like what was better [...] And so instead of kind of viewing the pandemic experience as one thing, I would encourage people to sort of **start to dissect out the strands of this tapestry.**”

<https://www.rickhanson.net/life-after-covid-free-online-summit/>

tend.

12


“What are these brightly colored threads that actually are little things that we should carry forward?”

“What are the things that we don't want to carry forward?”

“And what did we learn?”

Dr. Bruce Perry

<https://www.rickhanson.net/life-after-covid-free-online-summit/>

13

“Productivity” is complicated during a global disruption





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As leaders,
we
sometimes
make
mistakes
even if our
intentions
are good



15




What the Research Shows

- Individual wellness practices are important, to be sure, and should be an area of priority for all members of an organization, including leaders.


But,

- Workplaces should focus on **organizational** and **system-wide interventions** rather than put a sole emphasis on individual self-care and stress reduction tools.




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The Five Rs
For shifting into the "Next Normal"



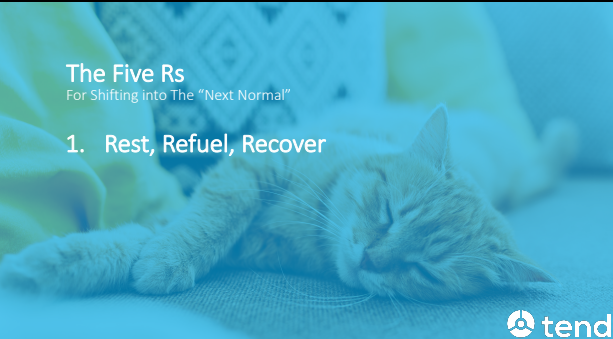

REST RECALIBRATE REPAIR REBUILD RE-ASSESS



17

The Five Rs
For Shifting into The "Next Normal"

1. Rest, Refuel, Recover

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The Five Rs
For Shifting into The "Next Normal"

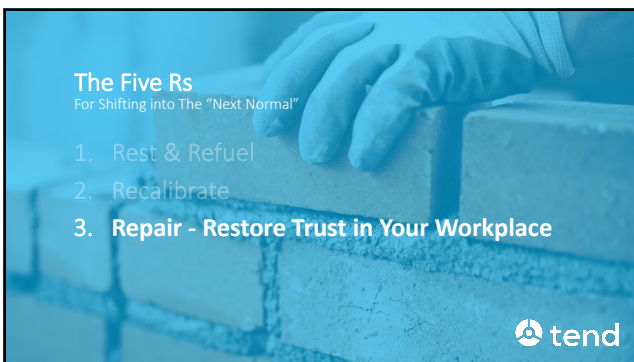

1. Rest & Refuel
2. Recalibrate




19

The Five Rs
For Shifting into The "Next Normal"


1. Rest & Refuel
2. Recalibrate
3. Repair - Restore Trust in Your Workplace

20

3. Repair - Restore Trust in Your Workplace

- Anger
- Moral distress
- Perceptions of fairness




21

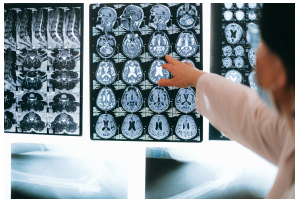


Generally people feel more comfortable being in anger than in fear.

Diana Tikasz, MSW. RSW. TEND



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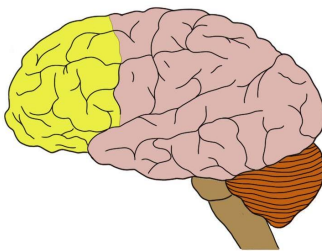


The problems that we can solve when we are calm seem overwhelming when we are escalated.



23


Your prefrontal cortex - (and everyone else's)




<https://www.neuroscientificallychallenged.com/blog/2014/5/16/know-your-brain-prefrontal-cortex>



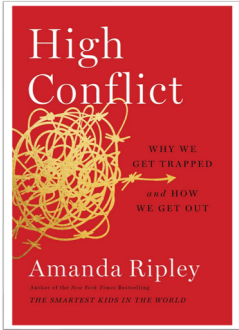

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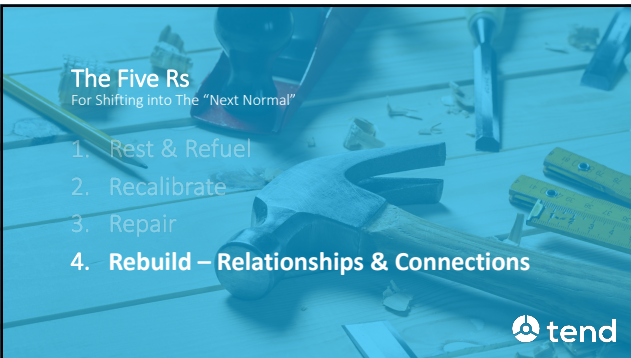
- Reduced ability to reason and feel empathy for others.
- Their ability to problem solve and see other perspectives wears off and people focus on their own immediate needs to the exclusion of almost everything else.



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The Five Rs
For Shifting into The "Next Normal"

1. Rest & Refuel
2. Recalibrate
3. Repair
4. **Rebuild – Relationships & Connections**




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The Five Rs
For Shifting into The "Next Normal"

1. Rest & Refuel
2. Recalibrate
3. Rebuild
4. Repair
5. Re-assess - Your Goals & Priorities




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YOUR BALANCE MAP
Françoise Mathieu, M. Ed, RP



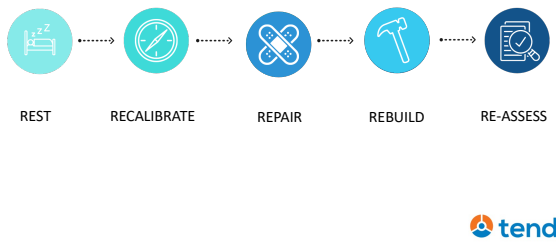
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SAMPLE BALANCE MAP
Françoise Mathieu, M. Ed, RP



Simplifying	Physical Health	Stress Relief
Understanding how I react to change	Social/Emotional supports	Stimulating and engaging work & hobbies
"Trauma Stewardship"	Managing occupational stress/resentment	Giving back


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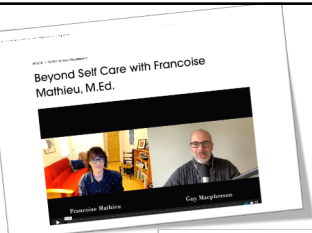



“Quiet the mind, tend to the world”

Laura Van Dernoot Lipsky



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