

Navigating the puzzle of remote working in response to COVID -19



Many of our clients are shifting into a work from home strategy in light of COVID-19. While this approach will definitely support the flattening of the curve it is important for companies to consider their Business Continuity Plans (BCPs) when determining who should work from home and which internal processes are critical. There are two key factors when considering your work from home strategy. Psychological safety and connection

We need routines and consistency to perform at our best and to keep motivated. Whether that is the regular morning coffee catch up or the ability to have a quick chat to the person next to you about an important project. Communication is vital during this time and maintaining connectivity will definitely go a long way to support this strategy. To support overall wellbeing, motivation and deliverables, consider the following:

1. Schedule regular Skype/Zoom, hangouts and check ins.



2. Communicate regularly through a variety of channels, not just email.



3. Set clear expectations around which aspects of peoples jobs are critical vs important to complete and recognise time frames will need to change



4. Be cognisant that some people will work in the day and others at night, so alter expectations of work hours. They may have to look after loved ones from their temporary office.



The good news is this will pass and we will recover stronger and more resilient. Should you need any assistance or guidance please reach out to our team below;
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Check tech requirements of your staff early. Proactive management and expectation is vital.

Is your business equipped for the capacity of all staff on remote login?

Have plans in place for those who do not have sufficient broadband.

Can you provide internet enabled laptops?

Consider how you will support the help desk for hardware issues at home

Software might be easier through remote support, but you cant replace a laptop via the web

Consult your BCP and communicate early the processes that are critical and allow those staff priority use

Give the important but less critical staff permission to stand down.

