

RECONNECTING TEAMS AS WE EMERGE FROM COVID-19

We've all experienced an extraordinary impact from Covid-19. Regardless of whether you were furloughed or worked throughout, worked from home or were an essential worker, the world of work has been disrupted for the majority of us in what could be a permanent way.

While 3.3 million UK workers are still furloughed, many of us are slowly reintegrating into a workplace that looks significantly different to Feb 2020. How can we reconnect disparate and diverse teams and individuals with empathy and understanding, while focusing on delivering the results we need?

On May 20 we were joined by senior leaders from organisations including **John Lewis**, **HSS**, **Holland & Barrett** and **Insights Technology** who participated in a virtual discussion based event. **Leading Edge Performance Advisor**, and Head of Regional Academies and Pathway at England Rugby, **Don Barrell** hosted the event, which saw **Kirsty Lawrence**, a **HR Director** at **TUI Airlines** share her insights and experiences as provocation. We then hosted a 30 minute networking conversation which saw all attendees sharing ideas, challenges and suggestions to enable each other to successfully move towards the next phase while engaging teams and individuals.

WATCH THE EDITED RECORDING ON YOUTUBE



KEY THEMES FROM THE GROUP DISCUSSION

'Focus needs to be on helping teams get comfortable with being back together - we've lost some of our natural interactions!'

'Line managers need new skills. Do they have the confidence and capability to engage and empower hybrid and remote teams?'

'We need to prepare for polarising opinions on aspects like vaccinations, the perception of furlough being 'easy', etc.'

'Creating moments in which we can create real impact with people as individuals - and remind them why they love the company'

'Focus on social interactions and connections, not productivity'

'Mental health has become a very visible topic - as significant a shift to the way we work as virtual. It's not going to go away.'

Our many thanks not only to Kirsty for sharing her experience and insights, and also to all the attendees for participating and engaging together.

If you're interested in exploring reconnecting teams further, please contact us at www.leading-edge.co/contact/ or 07003 496717. If you'd rather not receive these summaries, let us know: freshthinking@leading-edge.co