

EX Leader Resources & Thought Leadership – Return to Workplace Part I

Several surveys have pointed to employees globally feeling nervous and apprehensive about returning to their workplace following the coronavirus outbreak. Now their fears and anxieties have spiked due to recent COVID-19 resurgence. This is not the time for employers to “drop the ball” in checking in on their employees as their attention is quickly pivoting towards business recovery. Fortunately, business and EX leaders can take advantage of several free recovery survey tools and thought leadership papers created by survey platform and management consulting firms to help them measure and manage their employee experience through these difficult times.

By Stephen Choo, Managing Director of **Digital Survey Research Insight (DSRInsight)**

Several surveys have pointed to employees globally feeling nervous and apprehensive about returning to their workplace following the coronavirus outbreak. Now their fears and anxieties have spiked due to recent COVID-19 resurgence. Just a week ago, the United States (US) recorded the highest single-day rise of 34,700 new confirmed COVID-19 cases, the highest level since late April. Also, the Victorian Government in Australia recently announced Melbourne returned to Stage 3 Stay at Home restrictions.

This is not the time for employers to “drop the ball” in checking in on their employees as their attention is quickly pivoting towards business recovery. Fortunately, business and EX leaders can take advantage of several free “out-of-the-box” recovery surveys created by survey platform firms to measure and manage their employee experience through these difficult times. At the same time, we have seen a surge of thought leadership pieces produced by global consulting firms on how organisations can manage their employees and businesses in the next normal.

Starting today, we will regularly feature several tools, papers and research that will serve as useful resources for EX leaders to strategize, design and deliver their employee experience programs.

Resources you ought to look at this week:

Back to business for employee solutions

Qualtrics (a global experience management company) has launched several out-of-the-box return to work solutions to help organisations manage transiting employees back to the workplace, implementing onsite safety, understanding employee sentiment amid COVID-19 disruption and adjusting employee engagement program to accelerate recovery.

[Read more | Qualtrics](#)

Returning to the workplace survey templates

Culture Amp (a people & culture platform headquartered in Australia) is making available its survey template library on COVID-19 pandemic response, pulse, well-being and preparing for returning to the workplace surveys to help organisations understand how their people are feeling and what concerns their employees have about returning to the workplace.

[Read more | Culture Amp](#)

People success toolkit: return to the workplace

Glint (a people success platform owned by LinkedIn) is making available a free toolkit that provides survey questions for returning to work, a roadmap for reinforcing a strong people-centric culture as companies navigate new hurdles and how to conduct effective conversations between managers and employees to build trust and empower employees to succeed.

[Read more | Glint](#)

COVID-19 strategies and policies of the world's largest companies

By Larry Edmond and Ellyn Maese

Edmond and Maese have recently gathered the strategies and policies of 100 members of the CHRO Roundtable, an organisation that includes the CHROs of more than 650 of the world largest companies, for their responses to the COVID-19 pandemic. The companies in this sampling average US\$27 billion in revenue with 80,000 employees and most are global organisations.

[Read more | Gallup](#)

COVID-19 workforce strategies for a post COVID-19 recovery workbook

HR leaders have been at the centre of their organization's rapid response to this crisis and have been playing a central role in keeping the workforce engaged, productive and resilient. Understandably, recent priorities have been focused almost exclusively on the respond phase. As progress is made against respond efforts, another reality is forming quickly. Now is the time for HR leaders to turn their attention toward recover, to ensure their organizations are prepared to thrive. This will require extraordinary focus and coordination, during what may be a protracted period.

[Read more | Deloitte](#)

Future of work trends post COVID-19 e-book

As the pandemic resets major work trends, HR leaders need to rethink workforce and employee planning, management, performance, and experience strategies. The coronavirus pandemic will have a lasting impact on the future of work in nine key ways. The imperative for HR leaders is to evaluate the impact each trend will have on their organization's operations and strategic goals, identify which require immediate action and assess to what degree these trends change pre-COVID-19 strategic goals and plans.

[Read more | Gartner](#)

Reimagining the postpandemic workforce

By Andrea Alexander, Aaron De Smet, and Mihir Mysore

As the pandemic begins to ease, many companies are planning a new combination of remote and on-site working, a hybrid virtual model in which some employees are on premises, while others work from home. The new model promises greater access to talent, increased productivity for individuals and small teams, lower costs, more individual flexibility, and improved employee experiences.

[Read more | McKinsey Quarterly](#)

5 priorities to help reopen and reinvent your business

The immediate response to COVID -19 is almost over. The challenge now is to reopen what COVID -19 shut down. In an extended period of uncertainty, to reopen must be to reinvent the business. It calls for a restructuring of operations to continuously respond to the unpredictable. It means being designed for disruption. Accenture outlines five key steps that help to navigate a range of scenarios as businesses reopen.

[Read more | Accenture](#)



About Digital Survey Research Insight – [DSRinsight](#) is a management consulting company that helps organisations across Asia-Pacific to strategize, design and deliver Employee Experience programs