

# COVID-19 IMPLICATIONS FOR WORK

COVID-19 is impacting individuals and organisations at multiple levels. We are all experiencing varying degrees of social disruption, uncertainty and fear, and long for a return to 'normal'.

ODYSSEY CONSULTinc is continuously assessing the implications for work and organisations. Here are some **priority areas of organisational planning and readiness** to consider:

## ✓ Work Planning, Assignment and Delivery

- Assigning, communicating and managing work remotely
- Mechanisms for facilitating collaboration

## ✓ Managing Performance

- Reviewing and revising existing performance management systems
- Leveraging technology to improve PM processes

## ✓ Internal and External Communication

- Managing shifts to virtual modes of communication - continuity, processes, systems, workforce training/ upskilling

## ✓ Information Management

- Establishing/ revising information management systems, protocols, etc.

## ✓ Structure of Jobs

- Adapting systems for flexible and remote work arrangements
- Converting jobs - manual to remote
- Managing workforce transitions

## ✓ Leveraging ICT

- IT capacity and capability to facilitate remote work

## ✓ Responsibilities and Rights

- Promoting collaboration between employers and employee representatives, while balancing management's prerogative
- Balancing employer-employee responsibility

## ✓ Legal & IR Issues

- Employee benefits
- Leave administration
- Employment terms and contracts
- Pay and compensation

Our Team is available to guide you and your organisation through the uncertainty, leverage opportunities and prepare for new realities. We offer:

\* Virtual Consultations

\* Analysis & Planning Tools

\* Facilitated Planning Sessions

Let us know how we can help.