

"THE NEW NORMAL"
#HRDay

Dealing With Employee Engagement During Covid Times

KPI
SEARCH CONSULTANTS



*Consulting with Integrity,
Creativity & Passion*



Goal: how to Prepare for post Lock Down Era and create awareness to increase and sustain optimum levels of Engagement



 **Employee Engagement
PRE COVID – POST COVID**

 **HR – Major player during &
after the pandemic.**

 **Covid 19 - Top Challenges**

 **Major shift in perspective on Culture,
values and employee productivity
Engagement Drivers**

- **Engagement** is an arrangement that you have made **to do** something at a **particular time**.

- -Collins English dictionary

- WHY WE ENGAGE? Purpose

- HOW LONG? Long and short term goals

- DEGREE OF COMMITMENT



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CONTRACT

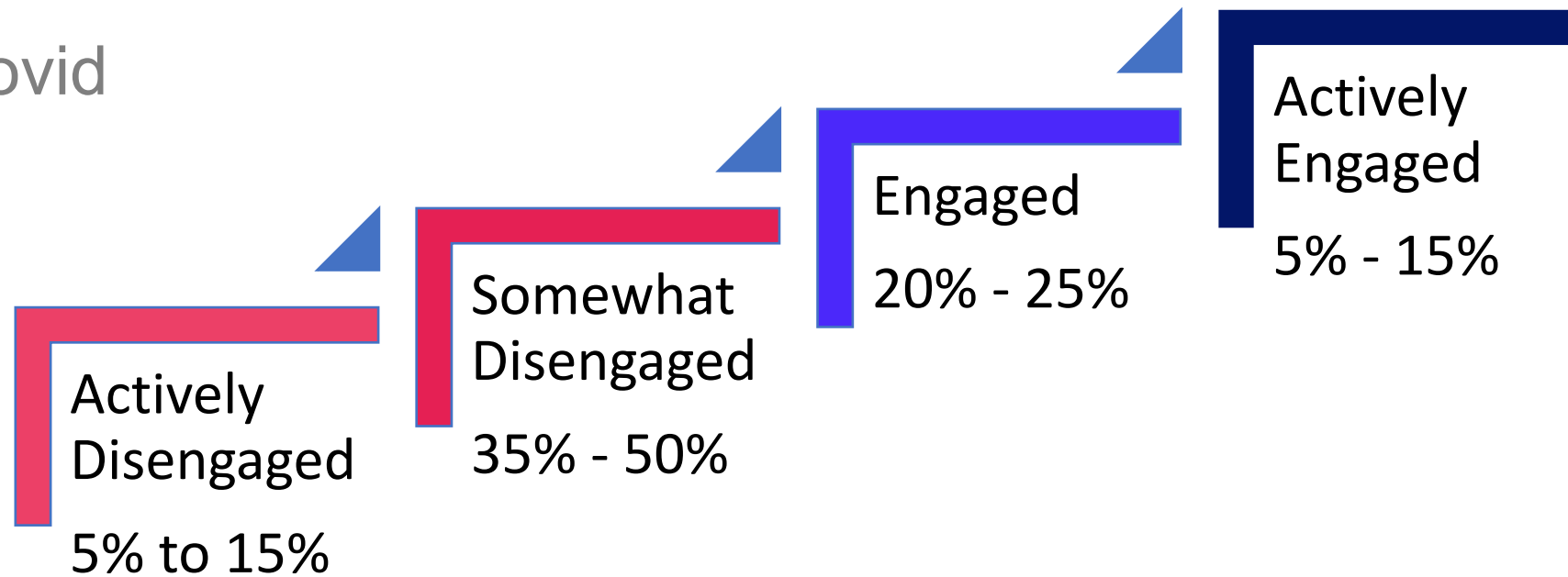


Employee Engagement Pre Covid –

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- Engagement: “ is the willingness to give discretionary effort to employer to give expected results”. –Don Rheem

Pre-Covid

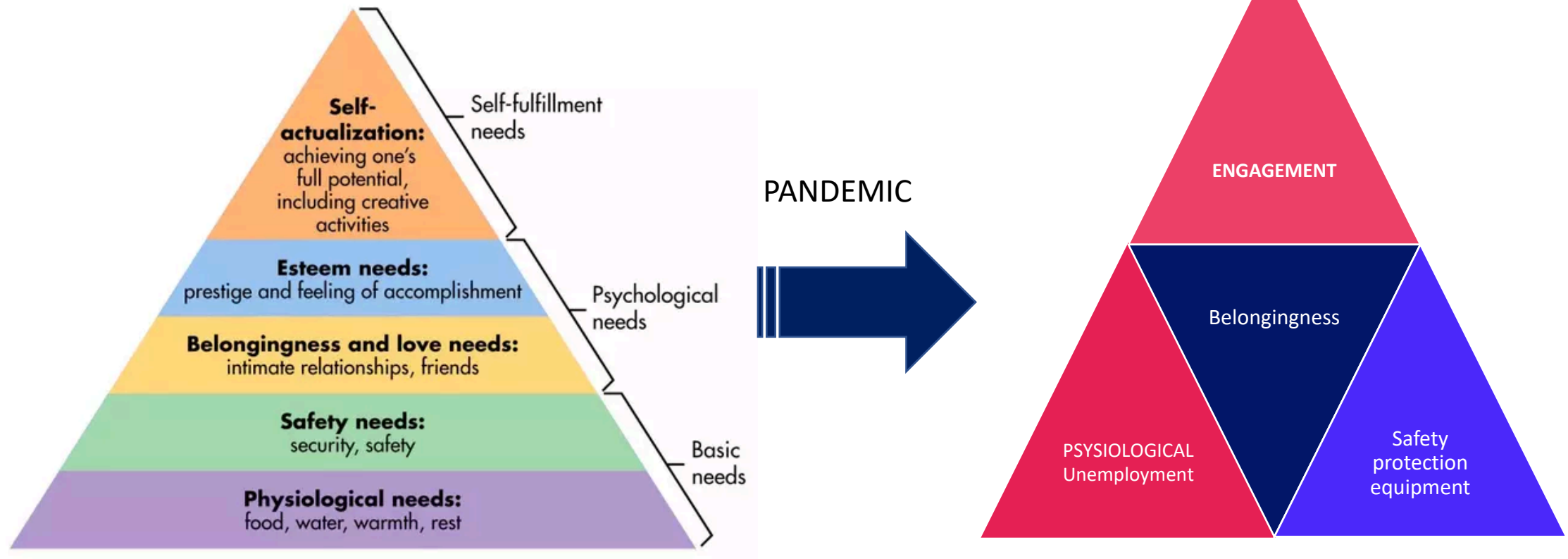


[Source Don Rheem “Thrive by Design”](#)

Employee engagement POST COVID

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Our sense of safety and security is altered = modify behavior and engagement



Covid 19 Top Challenges

What are managers struggling with during the pandemic

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Remote work

- 71% of employers are struggling to adjust to remote work.



Employee confidence & engagement

- 65% of employers say they are struggling to maintaining employee morale and engaged.



1/3 Employers

- Company Culture
- Employee Productivity
- Leave Regulations

Source: SHRM, April 2020. Survey



Return to work
Main focus:

**HR is a major player during
& after the pandemic.**

HEALTH

- Disabilities
- Emotional Health – Grief, Mourning,
- Anxiety - Mask or not to Mask
- Individual Coping Strategies
- Travel policies

PHYSICAL

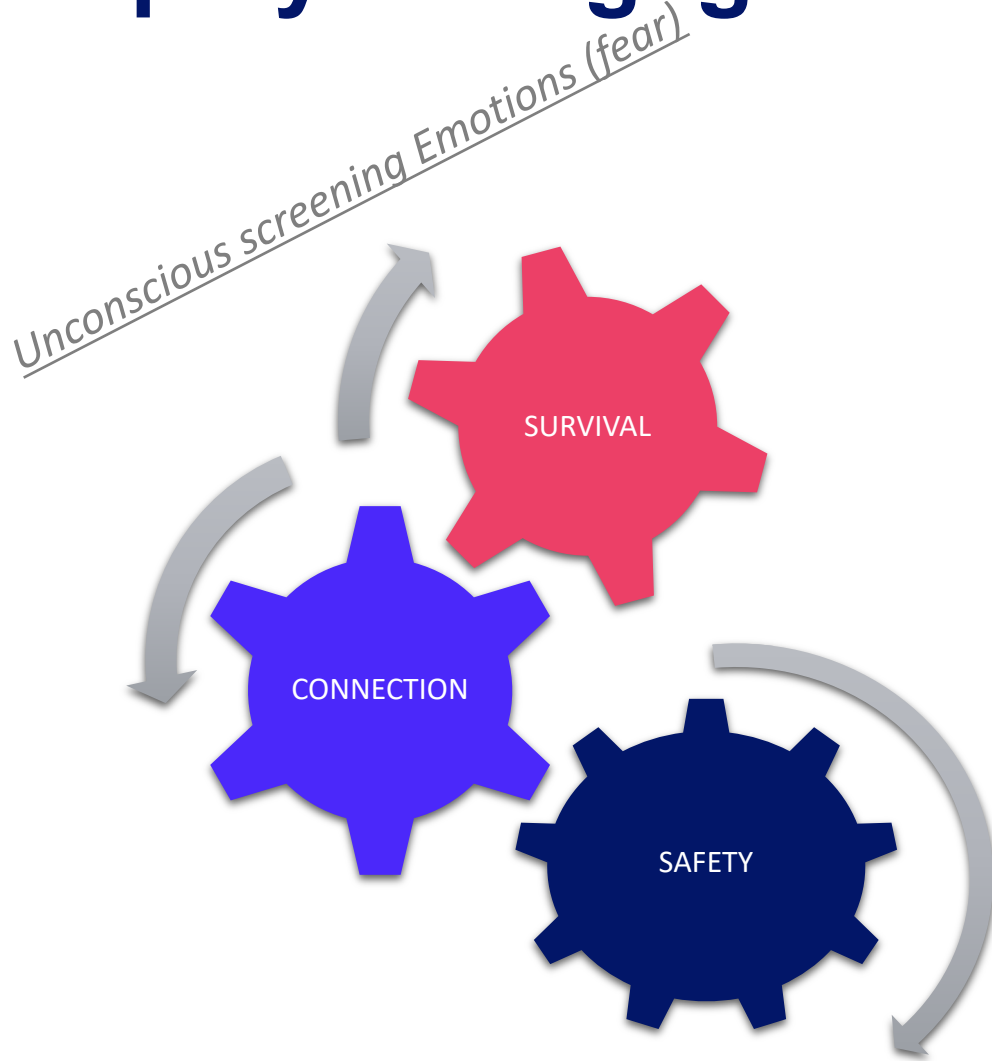
- Accommodations home office Vs. On-site
- 6 feet economy or 1 ½ meter economy
- Transportation, coffee / lunch room
- Workstation, equipment/tools sharing, restroom, Elevator and common areas

CULTURE

- Work on-site Vs. Remote
- Engagement and loyalty
- Employee Satisfaction Vs. Engaged Employees


Shift from Employee Satisfaction to Employee Engagement (Google)

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“People leave managers, not companies”
-Marcus Buckingham
...and in pursue of opportunities to grow.

CONSISTENT	Recognition - Validation
PREDICABLE	Feedback & Support - Connection
CLEAR	How do I succeed - predictability
Inclusive	Am I valued? I Belong - safety
Development Opportunities	Mid term and long-term goals aligned with company future needs and strategies.

- Unveiled work from home myth: Employees are more productive as they avoid commute time. Not true. 31% are more productive 70% are less productive Source  **#HRDay**
SHRM April, 2020
- “Humans fare poorly both mentally and physically, especially when they perceive they are socially isolated” – Cacioppo, et al
- Prepare for the conversation: Focus on the principles that back up the policy, look for consistency and predictability, the value behind the norm.
- Validate and recognize value of job performed.
- Consider the 6 feet economy, focus on delivering safe work place, who stays home who at the office
- Promote volunteering activities on behalf of the company, (habitat for humanity, food bank, etc), employees will be significantly happier, healthy with a stronger sense of purpose in live, a stronger sense of purpose in life and interest in personal growth.

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THANK YOU !

