



TRUST AND COLLABORATION ARE NEEDED IN TODAY'S WORLD

ISOBEL RIMMER

In a post Covid workplace, trust is what will
differentiate between good and great companies.

BE KIND TO YOUR MIND.

**MENTAL
HEALTH**

IS JUST AS IMPORTANT AS

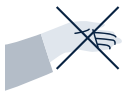
**PHYSICAL
HEALTH**

**KNOW SOMEONE OR EMPLOYEES WHO
NEED HELP DURING LOCKDOWN?**

Contact the SA Federation for Mental Health: +27(11) 781 1852
or
The Department of Health (Mental Health Information Line): 0800 567 567

Keep your Workplace Safe!

Practice good hygiene



Stop hand shakes and use **non-contact greeting methods**



Clean hands at the door and schedule **regular hand washing** reminders



Disinfect surfaces like doorknobs, tables, and desks regularly



Avoid touching your face and cover your coughs and sneezes



Increase ventilation by opening windows or adjusting air conditioning

Limit meetings and non-essential travels

Use **video conferencing** instead of face-to-face meetings

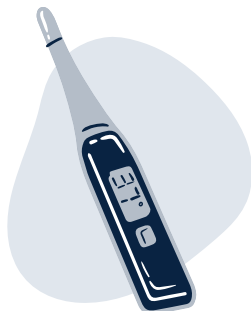
When video calls are not possible, hold your meetings in **well-ventilated rooms and spaces**

Suspend all non-essential travels and trips



Stay home if...

- You are **feeling sick**
- You have a **sick family member** at home



Take care of your emotional and mental well-being

Outbreaks are a stressful and anxious time for everyone. We're here to support you! Reach out to hr@reallygreatsite.com anytime.

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Leaders need a new LEVEL OF SENSITIVITY

Now that people are returning to work after the lockdown, it's time for the real work to start for leaders at all levels in their organisations. Leaders would do well to avoid treating this start up like just any other start up – like the start of a working year after the annual Summer holidays.

People returning to work may look the same on the outside. They may dress the same and sound the same as they did when you last saw them, but they're certainly not the same people inside. Why? The experiences they have had over the past two months have changed their worlds, changed their perspectives and, in many cases, changed their priorities. They are no longer motivated by the things that motivated them in the pre-covid days.

So, if you think that it's back to business as usual and your team members must just get on with things ... there's going to be a big disconnect between you and your people – a disconnect that may never be mended and that could result in you losing good people you really need.

"But," you say, "no-one's going to be hiring for a while so my people won't be going anywhere. I can now push them as much as I like as they're all probably thankful to have a job."

You're probably right – in a way. There's a good chance they won't leave your company in the usual way by resigning to work somewhere else, but, and this is a big but, they could leave in a different way. Their hearts and minds will leave your team and your company, leaving just the body behind. Don't be fooled by the fact that their bodies remain. You may think you've got a full team back at work, but you haven't. While they're smart enough to do just enough to avoid being caught out about performance matters, if you're looking for someone to tackle those mountain peaks with you, it won't be them. You're on your own.

And you're left trying to rebuild your company, division or team with people who are disengaged, uncommitted and unproductive. I'm sure that's not what you want.

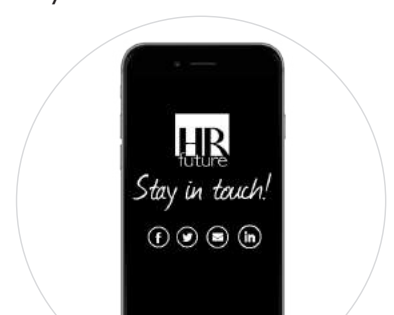
If you're ready to stare this challenge

in the eye, you need to recognise that, like you and your family, your employees have had to deal with "stuff" while stuck at home. They've had to babysit their own children 24/7 – something they've not been used to. Those who have children at schools that provided online learning for their pupils will have experienced the strict regime of supporting their children during their Zoom and other online lessons, let alone trying to get their own work done while refereeing verbal and other skirmishes between frustrated siblings.

Of course, they've also had to handle their partners' frustrations as well. That frustration would have come in many different forms. It could have been the frustration of a partner who hates being cooped up in the house, who likes to get out and about and interact with people, but hasn't been allowed to. It could have been that the partner has been worried about the future of the business/company they work for and their financial security as employees. It could be that a partner who has been fortunate enough not to have to work and is used to doing her own thing during the day hasn't been able to do this.

Then what about your employees' worries about the wellbeing of parents, children, close friends? That's changed them too. People now have a new level of insecurity as they have witnessed everything they took for granted being shaken apart over the past two months – their social circle, their financial security, their freedom of movement and association ...

How should you handle them? You're going to have to work hard at building a trusting relationship and showing that you are prepared to work with them to get yourselves back on your feet again. Our Cover Story by Isobel Rimmer on page 8 highlights the importance of trust and collaboration in the days ahead. ■

Regularly clean high frequency surfaces



Provide adequate hand washing facilities

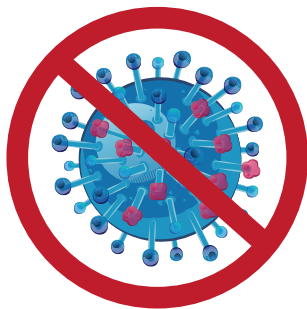


All staff to be screened & to wear a mask at all times



Frequently clean work surfaces & all equipment

RETURNING
BACK TO
WORK



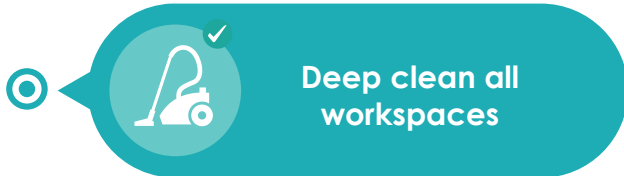
COVID-19

industro[®]
clean

PREPARING THE
WORKPLACE FOR
STAFF'S RETURN

TIPS FOR EMPLOYERS TO ENHANCE
HYGIENE & HEALTH OF EMPLOYEES IN
LIGHT OF COVID-19

KITCHENS &
RESTROOMS



Deep clean all
workspaces



Provide the right
cleaning equipment



Undertake a risk
assessment



Implement hygiene
rules for staff kitchen
& shared facilities



Re-arrange work
stations



Provide clear
communication &
notices in these areas

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Founder
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Trust and collaboration
are needed in
today's world



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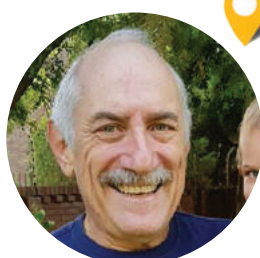
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our Global and
South African
Thought Leaders
and Experts!