



# JT HRCONSULTANCY LTD

## TOP TIPS FOR EFFECTING POSTIVE CHANGE



### Engagement

Get as many people involved as early as possible. Be clear about the strategy and engage them in finding the best way forward

### Communication

Share plans for future hybrid working with all employees, including information on how to request hybrid working

### Critical Skills & Competences

Identify new skills that enable effective remote work, including greater digital dexterity



### Current & Future Leadership

Adapt management styles to fit remote/hybrid team needs

### Employee Experience

Create new “employee road maps” for the remote world, provide flexible work options, rethink experience for a remote/hybrid workforce

### Recruiting

Seek new skills, potentially in new locations, and meet applicants’ expectations for remote work options



### Training

Make sure people are ready for “the future” – are they equipped properly and trained?

### Staff Performance

Manage and monitor your staff performance – trust people and support those who are less experienced

### Well-being

Have a plan for on-going mental health support and information for all employees.



### Inclusion & Fairness

Take steps to ensure equality of experience between employees in the office and employees at home



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