

# POST-COVID

## 5 Strategies For a Better Workplace

"How do I lead effectively with so many unknowns?"

- Focus on inclusive change management.
  - Build resilient teams.
  - Continue ongoing learning.

### LEAD INCLUSIVELY THROUGH CRISIS

WIDESPREAD UNCERTAINTY AND FEAR

"I'm worried about my community. Does my organization care about them or me?"

### TACKLE INEQUITIES ENTRENCHED AND MAGNIFIED SOCIAL DIVISIONS

- Face biases and stereotypes head-on.
- Reskill your workforce for the future.
- Build effective gender partnerships.

- Imagine how your colleague is feeling, not how you would feel.
  - Be curious about their experiences.
- Train your employees in the skill of empathy.

### CONNECT WITH EMPATHY

RICH FABRIC OF HUMAN EXPERIENCE

"It's hard to connect in these stressful times."

"How do I avoid micro-managing when things are moving so fast?"

### TRUST YOUR TEAM BUSINESS IMPERATIVE FOR BUILDING AN INCLUSIVE WORKPLACE

- Enable employees to be decision-makers.
- Be transparent about when decisions are made, how they are made, and who is involved.
- Remember that trust is an action, not just a feeling.

- Role-model inclusive communication, collaboration norms, and flexible working.
  - Call out biased behaviors.
- Reach out to members of underrepresented groups.

### WORK REMOTELY AND FLEXIBLY

URGENT NEED FOR BUSINESS CONTINUITY

"Is remote working here to stay? How do we do it well?"

Source: Catalyst, *Covid-19: Women, Equity, and Inclusion in the Future of Work* (May, 2020).



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**CATALYST**  
WORKPLACES THAT WORK FOR WOMEN