Post COVID-19

Preparing Your Business and People to Get Back on Track

Jim Morgan | Vice President
@JimMorgan1960 | @MRA_HR_Pros
James.morgan@mranet.org
THREE DECADES LATER . . .

➢ 30 years of connecting business and education
➢ WI Workforce Shortage Identified – 1989!!
➢ The Future Wisconsin Project
➢ State Tour I (2011)
  ➢ 300 Manufacturers; 64 Communities; manufacturing skills gap
➢ State Tour II (2012)
  ➢ 16 Technical Colleges; 1,600 Business, Education, Government; Talent
➢ State Tour III (2014)
  ➢ 72 Local Chambers Engaged
➢ Local business/education partnerships (2015-current)
➢ WI Policy Academy on Strengthening Manufacturers
Remember When . . .

- We thought we were busy
- We thought we had challenges
- We thought technology would disrupt us
- We thought communications were hard
- We thought remote working wasn’t for us
What just happened??

- Our world changed almost overnight
- How we work changed
- How we behave changed
- What we can/cannot do changed
- How we communicate changed
- How we meet, eat, shop changed
Now What?

Getting Your Business and People Back on Track

(Let’s Play Twenty (One) Questions)
Scenarios for the Economic Impact of the COVID-19 Crisis

**Virus Spread & Public Health Response**
- **Effectiveness of the public health response in controlling the spread and human impact of COVID-19**

**Rapid and effective control of virus spread**
- Strong public health response succeeds in controlling spread in each country within 2-3 months

**Effective response, but (regional) virus recurrence**
- Initial response succeeds but is insufficient to prevent localized recurrences; local social distancing restrictions are periodically reintroduced

**Broad failure of public health interventions**
- Public health response fails to control the spread of the virus for an extended period of time (e.g., until vaccines are available)

**Ineffective interventions**
- Self-reinforcing recession dynamics kick-in; widespread bankruptcies and credit defaults; potential banking crisis

**Partially effective interventions**
- Policy responses partially offset economic damage; banking crisis is avoided; recovery levels muted

**Highly effective interventions**
- Strong policy responses prevent structural damage; recovery to pre-crisis fundamentals and momentum

**Knock-on Effects & Economic Policy Response**
- Speed and strength of recovery depends on whether policy moves can mitigate self-reinforcing recessionary dynamics (e.g., corporate defaults, credit crunch)

Executive expectations about the shape of coronavirus crisis in the World
Survey of 2,079 global executives; % of respondents

<table>
<thead>
<tr>
<th>Virus spread and public health response</th>
<th>Most likely scenario</th>
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<tbody>
<tr>
<td>Rapid and effective control of virus spread</td>
<td>B1 15%</td>
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<tr>
<td>Effective response, but (regional) virus resurgence</td>
<td>B2 11%</td>
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<td>Broad failure of public health interventions</td>
<td>B3 3%</td>
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<tr>
<td>Ineffective interventions</td>
<td>B4 9%</td>
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<tr>
<td>Partially effective interventions</td>
<td>B5 2%</td>
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<tr>
<td>Highly effective interventions</td>
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Knock-on effects and economic policy response

Business and Talent Recovery

Build the framework

• Align to changing business strategies
• Capitalize on current strengths; address challenges
• Adjust culture and policies to the new way of doing things

HR needs to be part of the recovery: talent plans, succession planning, skills gap analysis, forecast modeling, comp and benefits analysis, retention plans!

THINK: *Plan *People *Process
Assessment for Recovery

What’s working?

What’s stuck?

What’s missing?

What’s confused?
Employee Experience
Employee Experience

1. How are you engaging new or more remote employees?

2. How is your senior leadership reacting to the “new normal”? 

3. What is being done to re-engage your employees?
Engagement and Retention
Engagement & Retention

4. How are you engaging new or more remote employees?

5. How is your senior leadership reacting to the “new normal”?

6. What is being done to re-engage your employees?
Leadership
Leadership

7. What plans should you put in place for future pandemics?

8. What are you doing to improve speed and agility?

9. What permanent changes are you implementing?
Policies/Practices
Policies/Practices

How have you modified your compensation and benefits strategies to meet the current needs of your workforce?

How are you changing how you gather employee feedback?

What altered or new policies need to be considered for the future?
Technology
Technology

13. What changes are you making in technology, or what new technology is needed?

14. How are you evaluating remote work engagement and productivity?

15. How do you measure the efficiency of technology?
Workforce
Workforce

16. How have you transformed your talent acquisition and retention strategies?

17. What is the current status of your candidate pool – both internal and external?

18. What modifications will you need to make to your succession plan?
Workspace
Workspace

19 How are you ensuring a secure and healthful workspace?

20 How will you reimagine office design, functionality and equipment to ensure safety?

21 What will your office meetings and events look like, post-pandemic?
What are Leaders Thinking?

- Cleanliness is next to Godliness
- Communicate
- Listen/Pulse Surveys
- Strategy and Transparency
- Review the MRA Checklist
- Strategic Workforce Planning
- Stay Vigilant
What’s Next? Who Knows!!

• No School?
• Flare Ups?
• Winter Return?
• Quarantine State of Mind?
• Mental Health?
What’s Next? Bet On It!

• Safety
  – Policies and the new way work is done

• Strategic Workforce Planning
  – Recruitment, engagement and communication

• Upskilling and reskilling
  – Career transition, succession planning

• Stay Vigilant
COVID-19 Recovery

https://www.mranet.org/covid-19-updates

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