

# MANAGING THE CHANGING LANDSCAPE OF COVID-19

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RealHR Solutions provides outsourced HR services to help small and mid-size businesses maintain compliance, improve efficiencies, build internal capability, and develop programs and practices that foster company culture, organizational goals and business growth.

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# MANAGING THE CHANGING LANDSCAPE OF COVID-19

## AGENDA

- Current Challenges of Leadership
  - Plan for the Short Term and Longer Term
  - Difficult Decisions
- Future Challenges for Leadership
  - Plan for Transitioning Back and Re-Launch of Business
  - Clarify Business Changes and Share Plans with Employees
- Q & A



# CURRENT CHALLENGES OF LEADERSHIP

## Plan for the Short Term and Longer Term

### Difficult Decisions

- Assess your financial situation regularly
- Plan for two-six months
- Revenue streams/expense cuts
- Communicate regularly with transparency
- Nimble and flexible



# CURRENT CHALLENGES OF LEADERSHIP

## Difficult Decisions (cont'd)

- Adjusting workload, cutting hours or salaries, furlough or layoff
  - Explore creative options for redeploying staff
  - Cutting hours or salaries—Unemployment Considerations
  - Furlough or layoffs—Payroll Protection Program under CARES Act



# FUTURE CHALLENGES FOR LEADERS

## Plan for Transitioning Back and Re-Launch of Business

### Returning to the Office

- Health and Safety—CDC Guidance
  - Preliminary Questions
  - Safety Actions
  - Ongoing Monitoring of Employees
  - Prepare the Workspace
  - Maintain Vigilance



# FUTURE CHALLENGES FOR LEADERS

## Returning to the Office (cont'd)

- Restore Headcount
  - Assess Business Needs
  - Furloughs or Layoffs —consider how staff was reduced
  - CARES Act Loan Forgiveness Consideration
  - Flexible Schedules



# FUTURE CHALLENGES FOR LEADERS

## Returning to the Office (cont'd)

- Workplace Policies
  - Sick Leave and Time Off
  - Ongoing Health and Safety
  - Future Pandemic Planning





# FUTURE CHALLENGES FOR LEADERS

## Embrace a More Virtual World

- Concern about Return to Work and Employee Safety
- Increased Ease of Working Remotely
- Consideration of Real Estate Costs
- Larger Candidate Pool for More Remote Hiring
- Virtual Meetings and Events



# FUTURE CHALLENGES FOR LEADERS

## Imagine Different Ways of Doing Business

- Consider New Approach to Practice
- Define New Roles and Expertise Required - Create New Job Descriptions
- Restructure and Possible Retraining
- Retain Top Performers and Build Leadership Capability



# FUTURE CHALLENGES FOR LEADERS

## Clarify Direction and Communicate with Employees

- Provide Transparency, Build Trust and Create a Safe Place
- Accept that Adjustments will Need be Made/Share with Team
- Promote Employee Health and Well Being
- Consider Employees' Individual Ongoing Needs
- Provide Ongoing Internal and External Communication



# Q & A: Participant Questions

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*“Nothing could be worse than a return to normality. Historically, pandemics have forced humans to break with the past and imagine their world anew. This one is no different. It is a portal, a gateway between one world and the next. We can choose to walk through it, dragging the carcasses of our prejudice and hatred, our avarice, our data banks and dead ideas, our dead rivers and smoky skies behind us. Or we can walk through lightly, with little luggage, ready to imagine another world.”*

Arundhati Roy



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