Reconnecting with Work and Colleagues

by

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Bio

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Agenda

- Reconnecting with the workplace
- Adapting to changes
- Reconnecting with colleagues
- Caring for yourself

Reconnecting With Work

- As more employees return to the workplace, it is a good idea for both employers and employees to have a return-to-work plan.

Making Return to Work Easier

- Ease into the workplace

- Catch up on news before you return

- Solicit support from your peers

- Ask questions

- Plan ahead

- Give yourself a refresher course

- Allot for more time to do things

Work and Family

- Manage the expectations of friends/family

- Create a schedule for work and home

- Do a test run

- Have a Plan B (and C and D)

- Don't forget about kids and pets

Tips for a Hybrid Work Life

- Replicate your work office set-up at home

- Invest in electronic accessories

- Go paperless

- Stay connected with co-workers

- Set expectations

Time To Hit the Reset Button

- Going back to work may be a time to shake things up a bit!

- You can adopt changes for yourself and for your workplace.

- Think about being a **change leader** and engaging in **job crafting**.

Process of Planned Change

Unfreezing → **Moving** → **Refreezing**

Unfreezing	**Moving**	**Refreezing**
• Provide rational for change • Create sense of safety with change • Create discomfort about not changing	• Provide information supporting change • Bring about shifts in behavior	• Implement new evaluation systems • Implement new hiring and promotion systems • Create discomfort about not changing

Factors to Consider

- Position Power

- Informal Credibility

- Expertise

- Proven Leadership

Tactical Choices

- Urgency
- Degree of Support
- Amount and Complexity
- Competitive Environment
- Knowledge and Skills
- Financial and Other Resources

- Top-down Style
- Participatory Style
  - Urgency
  - Degree of Support
  - Referent and Expert Power of Change Leaders

Resistance to Change

Efforts to block the introduction of new approaches.

Helping Yourself and Others Through Change

- State the change
- Solicit, and listen to, feedback
- Acknowledge the feedback
- Utilize emotional intelligence
- Explain why
- Define roles
- Provide/Solicit training
- Be transparent
- Reward acceptance

(Re)connecting With Co-Workers

Tips to Reconnect

- Send an email

- Schedule a lunch or coffee

- Do regular meetings with a team or group
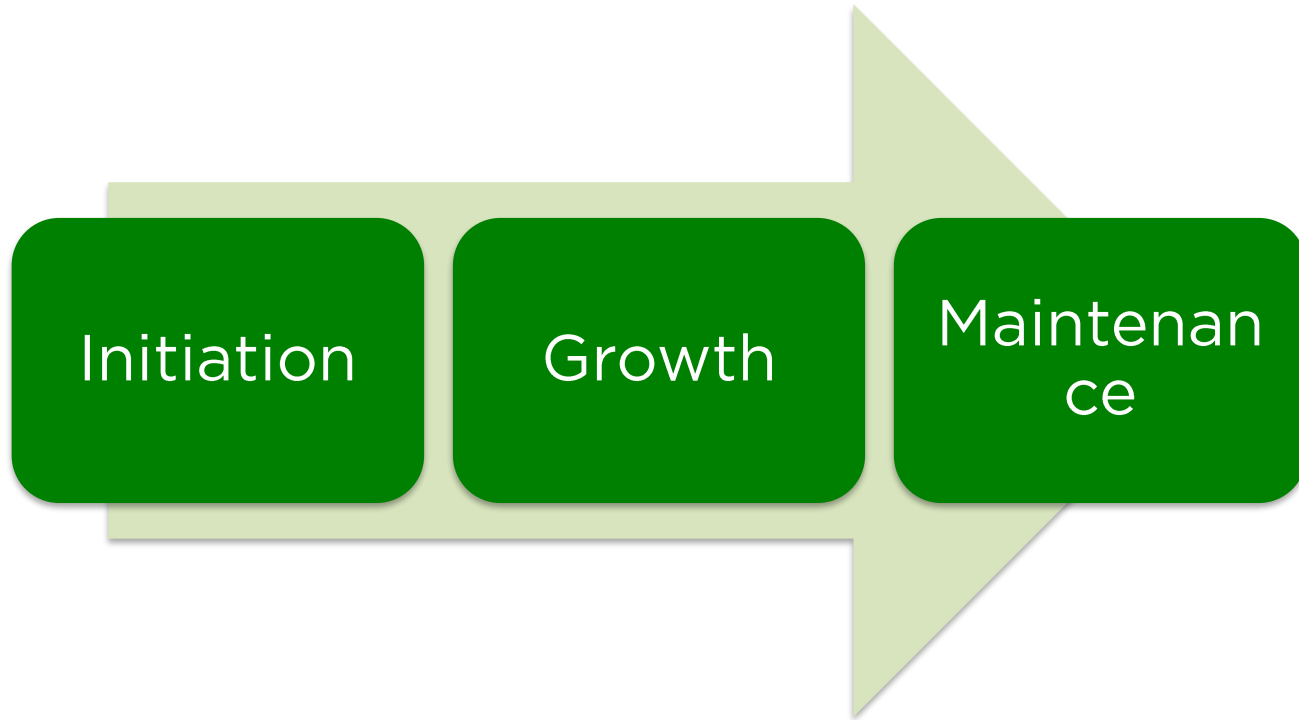
- Engage in non-work activities

Networking and Developing Relationships
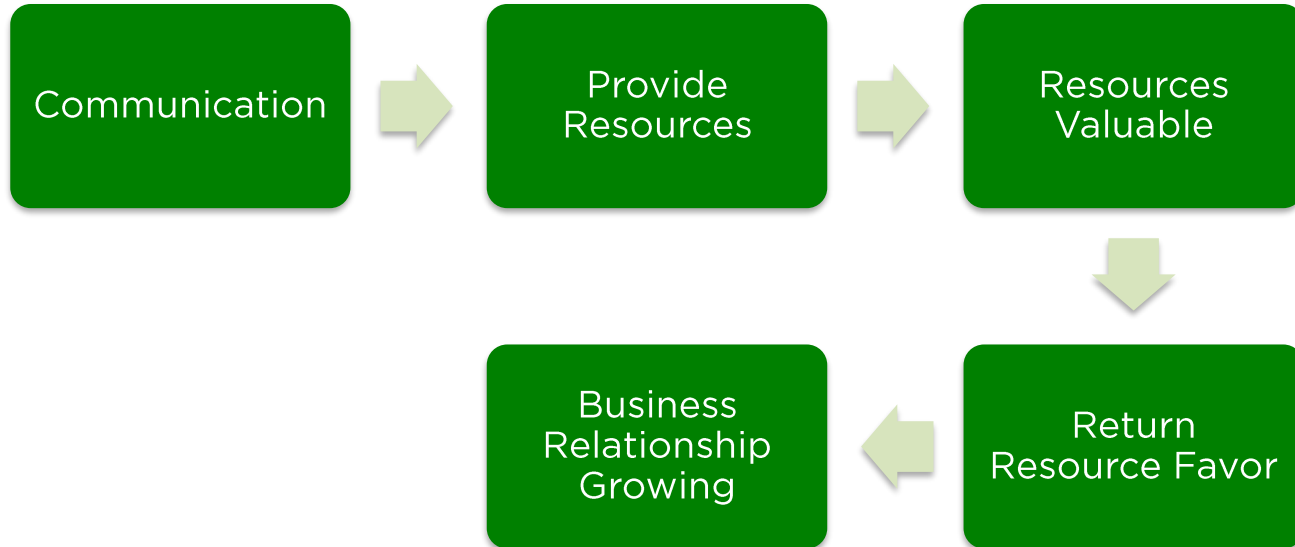
Developing Relationships

Networking: Lifecycle

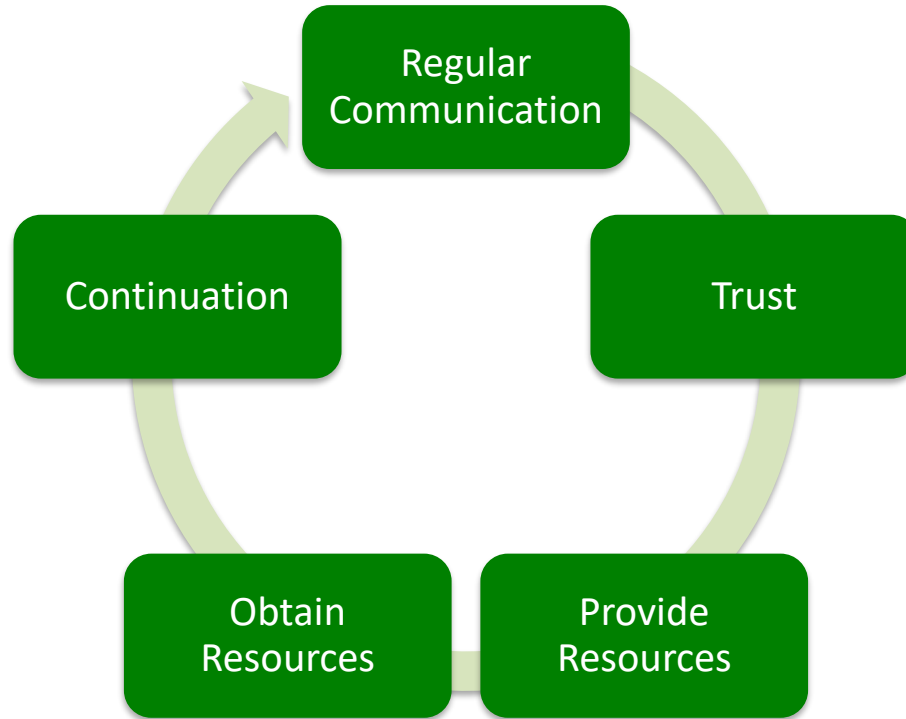Initiation

Growth

Maintenance

Networking: Initiation

Identify + Mutually Beneficially Communication = Initiation

Networking: Growth

Communication → Provide Resources → Resources Valuable → Return Resource Favor → Business Relationship Growing

Networking: Maintenance

Helping Yourself and Others Through Change

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- Utilize emotional intelligence
- Explain why
- Define roles
- Provide/Seek out training
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- Reward acceptance

Exercise

- As we begin to return to work and school, we still face continued uncertainty. Although, employers and schools have made plans for more in-person contact, we are still in a constantly changing environment.

- As more employees are being asked to come back to work, what are some things that you can do to ease this transition?

- How will you deal with hybrid work models in which some workers are working remotely all or part of the time?

- How will you (re)connect with colleagues?

Taking Care of Yourself

Practice Self-Empathy

- Understand acute vs. chronic crisis
- Show understanding
- Be flexible
- Be creative
- Plan for the long haul
- Familiarize yourself with employer and community resources
- Seek support
- Take care of yourself physically and mentally

Resources and References

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Questions?

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