

# A HUMAN RETURN TO THE OFFICE

## PROMOTING CONNECTION AND A SMOOTH TRANSITION

In 2020, the transition to working from home was not a choice; it was a necessity, and a change that occurred nearly overnight, without warning, and that many experienced as significantly disruptive. The transition back to the office could also feel this way but does not have to. In fact, it can happen strategically and mindfully, setting leaders and teams up for success.

Employees have enjoyed the flexibility of working from home so much that one survey of 1,000 U.S. adults found

# 39%

would consider quitting if their employers weren't flexible about remote work moving forward.

*\*Source: The Prudential Study, 2021*

### STUDIES SHOW A CONSISTENT LIST OF CONCERNS EMPLOYEES HAVE ABOUT RETURNING TO THE OFFICE...



## What does it take to navigate a human return to work?

### NAVIGATE THE PEOPLE PIECE OF RETURNING TO WORK

In this interactive virtual session, participants will learn approaches to navigate the feelings that come up from their teams during this uncertain time of transitioning back into the office and into hybrid work, what kinds of reactions can be expected from others, and how they can talk about it, so all employees feel connected, supported, and focused on a time of transition.

### LEAD AND NORMALIZE CHANGE

Change is hard and the upcoming return to the office is one of the biggest changes that some employees will have experienced in their tenures. Leaders who develop the mindsets and competencies to manage the transition back to the office can take strategic steps to create an environment for their teams to move through the change and effectively collaborate and drive results.

### FOCUS ON RELATIONSHIPS BEFORE TASK

Some employees will be stepping foot into the building for the first time, others are returning to work with colleagues they have never met in person. This marks an important opportunity to help employees connect with their peers and cultivate the relationships and trust that will support the organization's success. In this session, leaders will explore tools and approaches to bring their groups together in meaningful ways.

### TAKE ADVANTAGE OF A FRESH START

The return to the office presents leaders with the opportunity for a refresh or fresh start following a re-org, leadership transition, significant growth, or another change.

## 4 ways we can help your organization navigate a human return to work



### FACILITATED SESSIONS

90 mins

Interactive activities that engage leaders and employees in meaningful conversations about the return to office and their visions for mutual support and team success.



### GROUP COACHING

60 mins

Reinforce learning from skill-building workshops, complete application activities, and develop SOPs and group commitments to practicing tools moving forward.



### CONSULTING

2 hours

Help leaders to identify and address organizational needs, including vision and purpose, roles and responsibilities, norms and agreements, critical SOPs, and more.



### DIGITAL RESOURCES

1-2 pages

Customized materials filled with tools, articles, and activities for real-world application to support the return back to the office.