

Return to the Workplace

What's happening out West?

June 2022

Varying options for returning to the workplace



Mandated Return

- Mandated return ranges from 1 to 3 days per week.
- Grouped by business line/branch for one day, other day(s) at the employee discretion
- Required telework agreements replacing employer direction to work remotely.



Voluntary Return

- Employees can choose to return to the workplace when they want.
- Employers making workplace available to employees on a limited basis.
 - All OSH protocols in place to ensure workplace is safe.



Status Quo

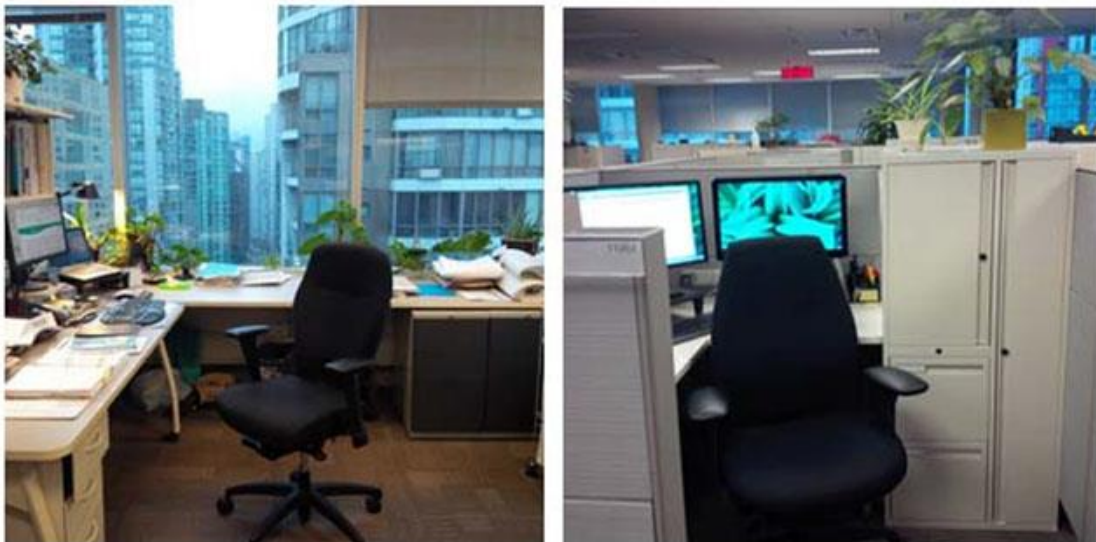
- Employees continue to work remotely or in the office as it has been for the last 2+ years.

What are they returning to?

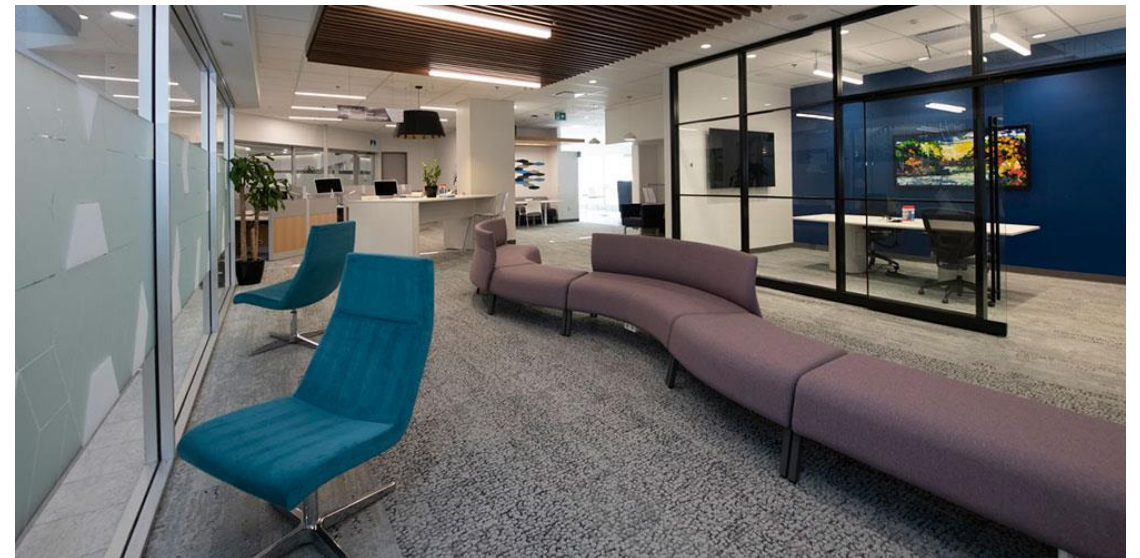
- An office that time forgot?
 - Trapped in March 2020?
- Access to everything you had before
 - All that paper in assigned spaces

- GCworkplace
 - DIY or designed
- Access to re-imagined spaces only
 - Unassigned seating, work where you want

Unchanged workplace



Modernized workplace



Support for Employees



Fire and Forget

- Management sends out a message advising employees they are returning to the workplace and expects everyone to show up and pick up where they left off.



Coordinated Communications

- This approach ensures a series of communications are sent to employees outlining the steps required to return to the workplace.
- No formal strategy on how to manage the change.
- Communications is only one part of a Change Management Strategy.
- Early stages of CM approach.



Formal Change Management

- Formal consideration and analysis of employee's position in the Return to the Workplace Strategy.
- Communications leveraged to raise awareness of importance and benefits of RTWp.
- Employee engagement to address desire or resistance to RTWp on an individual level.
- Tools and supports in place for both managers and employees.

Challenges and Resistance to Change



Challenges to Return to the Workplace (RTWp)

- Moving people from their newly created current state (work from home) through the transition state (unknown reasons why RTWp is necessary) into the future state (hybrid workplace).
- Managers have adapted to new way of managing people and don't want to go back.
- Leaders not prepared to walk the talk as they too have adapted to the remote work life.
- Identifying the WIIFM for each employee.

