

THE NEXT NORMAL OF HR

6 TIPS FOR SUCCESS



How do you plan ahead when what's 'normal' is in constant flux? Here are 6 tips to help you plant the seeds of success, no matter what is on the horizon."

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TIP #1

ATTRACT TOP TALENT with more than tangible benefits:

What do candidates want?

- Trust and transparency
- Wellbeing and professional development
- Diversity and inclusion

9 in 10 employees want greater work-life balance

Top priorities for candidates

relationship with superiors and colleagues	94,9%
recognition for their work	94,7%
access to training	90,2%
pay rise	74,6%



TIP #2

BUILD A RESILIENT WORKFORCE with clarity, coherence and consistency:

- PRIORITISE COMMUNICATION
- PUT PEOPLE FIRST
- BALANCE FLEXIBILITY WITH SECURITY

42% of workers felt dissatisfied with employer communication during lockdown



TIP #3

Future-proof your teams by DEVELOPING THE RIGHT SKILLS:

- PROVIDE ACCESS TO TRAINING
- BLEND HARD AND SOFT SKILLS
- LEAD BY EXAMPLE

The soft skills candidates say are most in demand

problem solving	55,6%
team spirit	48,8%
communication	45,7%



TIP #4

BOOST REMOTE WORK PRODUCTIVITY with leaders who:

- SET CLEAR EXPECTATIONS
- FOCUS ON OUTCOMES, NOT INPUT
- PROVIDE REGULAR FEEDBACK

How the way employers managed lockdown affected employee commitment:

30% felt less committed to their company
17% felt more committed to their company



TIP #5

Support happiness and productivity by SETTING THE RULES OF FLEXIBILITY:

- FLEXITIME SCHEDULES
- REMOTE WORK LOCATIONS
- COMMUNICATION BOUNDARIES

44% of employees report increased productivity with flexible arrangements



TIP #6

FOSTER A VIBRANT COMPANY CULTURE and bridge the virtual distance with:

- ONLINE MICRO-INTERACTIONS
- REMOTE TEAM BONDING
- SUPPORT FOR DIVERSITY AND INCLUSION



If you have 100 people working from home, that's 100 offices you're trying to manage, with 100 different elements that can impact a person's work."



For more tips, [DOWNLOAD OUR FULL EBOOK](#) on the Next Normal of HR, [OR GET IN TOUCH](#) with one of our consultants today.