



# How to embrace business as unusual

**“We have been sitting around talking about the future of work for the past 10 years. We had two assumptions: that it would arrive progressively and would be driven by AI. But it turns out it wasn’t the robots but the virus that accelerated things.”**

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## Positive Workplace Changes

- Empathy
- Flexibility
- Physical health
- Mental health
- Change
- Technology
- Visibility

## Negative workplace impacts

- Managers exposed
- Poor performers
- Face-to-face
- Office environments
- Bad cultures

**“Now is the time for companies to double down on their learning budgets and commit to reskilling. Developing this muscle will also strengthen companies for future disruptions.”**

‘To emerge stronger from the COVID-19 crisis, companies should start reskilling their workforces now’  
- Mckinsey, May 2020

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## Things to Action

### 1. Culture Definition

- Learn from the crisis and reset
- Double down on culture evolution
- Set expectations clearly
- Re-prioritise, frequently

### 2. Business Practices

- Embrace what’s worked
- Lose unproductive activity
- Make time for creativity
- Ask ‘would this work in a crisis?’

### 3. Flexibility

- Set yourself up for success
- Design your week
- Develop a good routine
- Build in downtime

## Actions:

Define your culture | Challenge the dumb things | Embrace flexibility

- Monthly webinars
- Regular Q&As
- Community of change makers
- Polls, research and curated content
- \$75

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MAKERS  
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EQ ROOM

PROJECT  
LEADERSHIP  
PROGRAM