

The 4R's of Returning to Work During COVID-19: Reintegration, Reinvention, Reflexivity & Resilience!

Has your team flourished through the pandemic? The switch to virtual workplaces was difficult for many teams, and now many individuals feeling anxious about returning to a new way of working. Whether team members reintegrating back into a physical workspace, or continuing to work from home part-time or full-time, change of any kind can be unsettling.

We have continued to talk to our clients throughout the pandemic about the wide array of challenges you have faced, and as a result, have developed this workshop to support the needs we are hearing about—reintegrating back to work smoothly, reinventing how we work together in hybrid teams, increasing the social reflexivity in our teams (how we support each other's well-being) and tapping into our resilience as we go.

Most organizations and teams did an amazingly swift reinvention to how services were offered at the beginning of the pandemic, and now we're reinventing our work again as we reintegrate and create a new normal.

In this workshop, your team can have the opportunity to be an active part of discussions around how to positively influence team and workplace culture. We will be rethinking the future of how to work together, support each other, wrestle with our fears and challenges about reintegrating, get creative about the opportunities in front of us, and learn ways to stay renewed and replenished as we do so.

Deborah uses a variety of techniques and tools in this interactive workshop. When given online, you will use the chat feature, breakout rooms, and digital tools such as JamBoard to allow interaction with others in a fun and meaningful way.

This interactive workshop is not a cookie-cutter presentation. It is designed specifically for your team (with a maximum of 12 people) focusing on your specific team needs. With years of experience working with teams, Deborah will engage your group to work from your team's strengths and opportunities to build the 4-R's: Reintegration, Reinvention, Reflexivity and Resilience.

This workshop can be provided in a half-day format or broken down into shorter workshops to be offered a week or two apart. Call or email us now to discuss your team needs and whether this workshop is a good fit for you!

Some of what we will explore in this workshop together includes:

Reintegration

Support your team as they reintegrate back into a physical workspace or develop into a hybrid team.

Areas we can discuss include:

- What has changed? What benefits have occurred because of the pandemic that we don't want to lose?
- The use of transformational questions to get creative about opportunities to move forward positively.

- 3 questions that resilient people ask themselves that can help with reintegration.

Reinvention

Amidst Covid-19, teams have rapidly needed to reinvent themselves. A lot of that focus has been on reinventing products, services and how work is done with customers. Rethinking the future like this is necessary. It also changes how we work together. We need to rethink that piece too. We'll discuss:

- Rethinking not only how we do our work, but how we "work together" differently as we reintegrate into our old workspaces.
- Ways to keep our hybrid teams connected.
- Possibilities for our teams in the future.

Reflexivity

Teams that function best are socially reflexive, which means that the team supports the well-being of its members, both socially and emotionally. Lots of teams are good at achieving their objectives, setting and meeting deadlines, and getting things done. But if they do not have a good socio-emotional climate they will eventually break down. A resilient team has high social reflexivity, including transformational leadership skills, and high levels of positive emotion and interactions. This has never been more important than right now, as we create our new normal of work. Some topics to discuss:

- How we function best through social reflexivity (how teams support the well-being of their members, socially and emotionally).
- Practices such as setting team guidelines, increasing positivity in meetings, and learning how to do effective team debriefs.

Resilience

If you didn't have solid strategies around resilience before the pandemic, your teams may be struggling now. It is never too late to develop practices for healthy breaks, disconnecting from work, sleep, mindfulness and other measure that bolster resilience.

- We will explore the triggers that take us into vicious cycles personally and in our teams and work together on developing resilient ones to replace them.
- We will develop a "resilience wardrobe" of practices to use in stressful situations.
- We will decide what team behaviours and habits no longer service us, which ones we need to strengthen, and what new practices we need to develop.

Covid-19 has changed the way we work. What is the story you would like to write about how your team came through this? Where do you want to be a year from now? Let's explore new ideas on returning to work in a positive, resilient, and sustainable way, and build the practices your team needs to get there!



About Deborah Connors

A captivating speaker, storyteller, author and workplace coach, Deb researches the latest breakthroughs in workplace

wellness around the globe. She has interviewed many of the leading thinkers, which forms the basis of her work—teaching leaders how to radically shift culture so that people can flourish.

Her book: ***A Better Place to Work: Daily Practices That Transform Culture***, is the culmination of these expert interviews. She is a prominent figure in the story of how Canadian workplaces have adopted practices to become better places to work through her development of The Better Workplace Conference. This powerful initiative created a whole generation of workplace health professionals and a huge community of practice. Deborah's raison d'être is to change the work conversation to create environments—whether they be in person or virtual—that allow for more creativity, innovation, engagement and fun.