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## COVID-19 Workplace



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Issue 20

### Post COVID-19 Workplace Newsletter

Welcome to the August edition of the Post COVID-19 Workplace newsletter. In this issue we share insights on the Delta variant, employee benefits in a hybrid workplace, and new ways of working.

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### Delta Variant

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#### 1. [Has the Delta Variant Disrupted Your Office Reopening Plans?](#)

(Harvard Business Review, Aug 5, 2021)

The latest surge in Covid-19 cases generated by the Delta variant is throwing a wrench into plans to have employees return to the office. How can leaders deal with the uncertainty? This article offers six principles: 1) Continue to prioritize employees’ well-being; 2) Be adaptive; 3) Massively step up your communications; 4) Rethink your biases about work; 5) Learn from Zoom natives; and 6) Don’t rush to declare the future.

### Employee Benefits

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#### 1. [How Employee Benefits May Change in a Hybrid Workplace](#)

(The Wall Street Journal, Aug 14, 2021)

Among other things, more flex time, work-from-anywhere periods, and continuing stipends for home offices. With the coming of the hybrid workplace, employee benefits are being put under the microscope. And many companies are realizing that the current crop of benefits may not make as much sense as they used to. (Full report requires a WSJ login, [access instructions](#).)

# New Ways of Working

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## [1. We are Not Ready for the Asynchronous Future](#)

**(Financial Times, Aug 22, 2021)**

A strange jargon term will be the key to transforming our working freedoms.

With reference to Tsedal Neeley's [Remote Work Revolution](#), available in the IMF Library's [Overdrive collection](#).

## [2. How Should We Meet? And Who Decides?](#)

**(New York Times via Factiva, Aug 21, 2021)**

Ms. Parker is the author of "The Art of Gathering" and the host of the New York Times podcast "Together Apart." She has written for Times Opinion throughout the pandemic about how to connect meaningfully with people. (Full report requires a Factiva login, [access instructions](#).)

With reference to Priya Parker's [The Art of Gathering](#), available in the IMF Library's [Overdrive collection](#).

## [3. When Do We Actually Need to Meet in Person?](#)

**(Harvard Business Review, July 26, 2021)**

A useful chart to help teams determine whether or not to meet in person.

## [4. Why Every Executive Should Be Focusing on Culture Change Now](#)

**(MIT Sloan Management Review, Aug 10, 2021)**

To make transformation a reality in their businesses post-pandemic, leaders must build a strong culture to support it. As the global community emerges from the COVID-19 pandemic, business leaders must lay the foundation for their organizations to thrive in a very different world.

## [5. How to Bridge the Communications Gap in a Hybrid Office](#)

**(The Wall Street Journal, Aug 13, 2021)**

Too often, remote and in-office employees aren't even speaking the same language. I recently met a woman who quit her job after 11 years working for the same organization. The pandemic was stressful, but it was the hybrid meetings that did her in. (Full report requires a WSJ login, [access instructions](#).)

## [6. Leaders: Here are 3 Reasons it's Totally Worth Upskilling Your People](#)

**(Fast Company, Aug 23, 2021)**

HackerEarth CEO maintains there is only so much trained talent to go around, particularly in the tech sector, unless organizations proactively put resources toward upskilling and reskilling their own people too.

## [7. The Biggest Mistakes Bosses Will Make With Workers Returning After Covid-19](#)

**(The Wall Street Journal, Aug 14, 2021)**

Now, as returning to the office becomes more feasible, the temptation for many managers is to consider the past year and a half as an aberration—a period that's best left behind and forgotten. Or they will take some of the emergency pandemic practices and consider them a permanent fixture of the workplace. (Full report requires a WSJ login, [access instructions](#).)

## [8. To Gen Zers Working From Home, the Office Is a Remote Concept](#)

**(The Wall Street Journal, Aug 21, 2021)**

Many who started careers during the pandemic have never worked in the same space as colleagues. But there are ways bosses can ensure they don't miss out on mentoring. More than a year into the great remote-work experiment, a new breed of young professionals has emerged: those who have never worked in an

office. (Full report requires a WSJ login, [access instructions](#).)

### **9. The Office Needs to Become Hybrid-Friendly. 4 Tips for Getting Started.**

**(Forbes, July 27, 2021)**

The two Wall Street titans know they might lose some employees who prefer flexibility. They're OK with that. There is a growing divide on Wall Street: firms calling employees back and firms telling people they can work from home.

### **10. Facebook Unveils Virtual Office App Horizon Workrooms**

**(Financial Times, Aug 19, 2021)**

Platform is designed to allow employees to collaborate in an imaginary workspace.

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