

Reinvent workplace to make staff feel safe, empowered

Cos Must Stay Ahead Of Curve With Covid-Taught Lessons

By Srikanth Karra

We have come to witness over time that sustained periods of uncertainty and apprehension are known to alter human psychology and behaviour. The pandemic is unravelling such changes at a global scale. Now, how business and employers incorporate and embrace these changes will make or break an organisation in a 'post-pandemic' world.

The requisites of business continuity through the pandemic made it incumbent upon employers and organisations to re-invent and reshape the workplace to make workers feel comfortable, supported and empowered to do their jobs effectively. In a post-pandemic setup, how one de-

signs a workplace that responds not just to the fears and anxiety of the workforce but also integrates the full range of newly learned behaviours and attitudes that have evolved through the Covid crisis is what will set a business ahead of the curve. We are observing a new set of traits emerging across the workforce and these will surely shape a future-ready workplace...

Hyper-personalisation of talent management: Corporations cannot adopt a one-size-fits-most programme for employee well-being anymore. There is a greater appreciation now for benefits and allowances centred on personalisation to emplo-

ye productivity, wellness and engagement.

Emotionally empowering workplace: Leaders need to create positivity among people. Leaders must listen to employees at all levels, evaluate best practices, and dispense a clear direction, which should be articulated both internally and externally.



Agile work culture with integrated flexibility: People no longer view flexibility as an amenity, but as a must-have in their jobs. Workplace design needs to provide supportive features to reinforce a sense of safety.

Upskilling for the highly

digital landscape: For the post-pandemic workforce, skilling has become a priority. Organisations need to foresee the right skills for the future, build a cultural foundation, construct modern upskilling programmes, and nurture a cohesive learning and development function for their agile workforce.

Employee wellness & accelerated focus on fitness: Mental health programmes are seeing a rapid increase in adoption. Considering employers' heightened awareness of health concerns, telemedicine programmes are experiencing one of the most significant increases in popularity.

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