

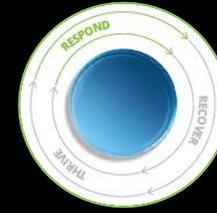
Recover phase

Workforce Strategies Overview



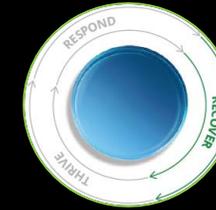
Most organisations' first priority has been crisis response and emphasising health, safety and essential services, **BUT NOW** as organisations begin to emerge from this response phase, leaders need to focus on the next set of workforce challenges as they plan for the recovery phase

Deloitte's three phases address the organisational staged experience during COVID-19



Respond

How an organisation deals with the present situation and manages continuity



Recover

How an organisation learns and emerges stronger



Thrive

How an organisation prepares for and shapes the "new normal"

Recover phase: 5 Critical actions

Reflect on what has worked, what has been learned, and what has been missed in the response — bringing in different perspectives and voices

Reboot- HR & People Operations

and realign them with the most pressing business and workforce priorities and pivoting towards exponential HR.

Rethink work, workforces & workplaces

to leverage the experiences of the COVID-19 response and the opportunity to accelerate the future of work



Recommit to workforce wellbeing and purpose through a focus on physical, psychological and financial concerns — at home and in the workplace

Re-engage and redeploy the workforce to maximise their contribution and potential for rapidly evolving organisational priorities

Critical guideposts for workforce recovery

Integrating the well-being and contributions of individuals in the organisation's mission and work

Optimistic perspective with a focus on moving boldly into the future

Purpose
Potential
Perspective

Maximising potential for what can be achieved by individuals and teams

Three dimensions must be reconsidered

Workforce

How does capacity, capability, and affordability affect workforce design after the crisis?

Work

Are we returning to the way we worked before, or adopting new ways of working?

Workplace

What did we learn about working in the flow of life? How did it impact work when the boundaries between work and life are blurred?

Resilient leaders view recovery as a journey for their organisation, teams and stakeholders



Report

Workbook

Deloitte.