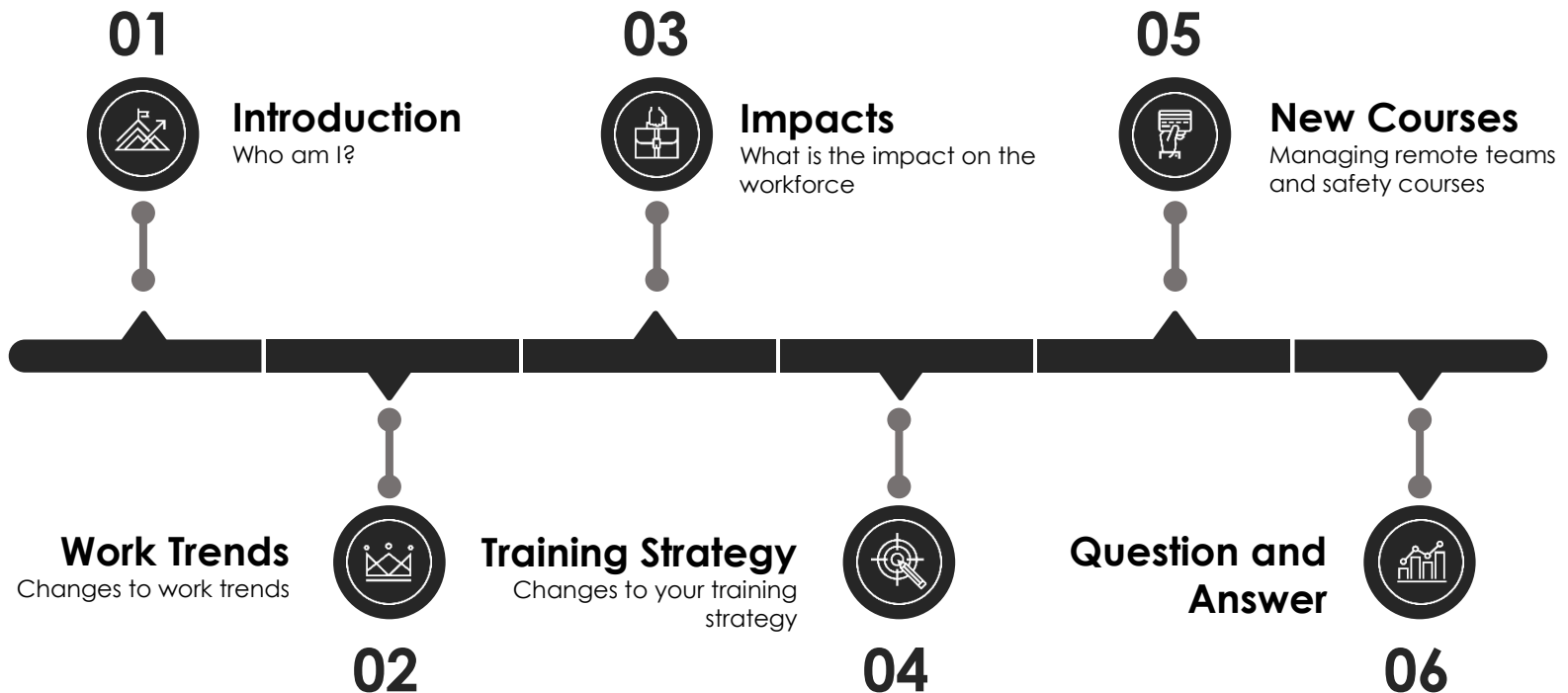


L&D Planning for a Post Covid Environment

AGENDA



Introductions



Michael Reedy

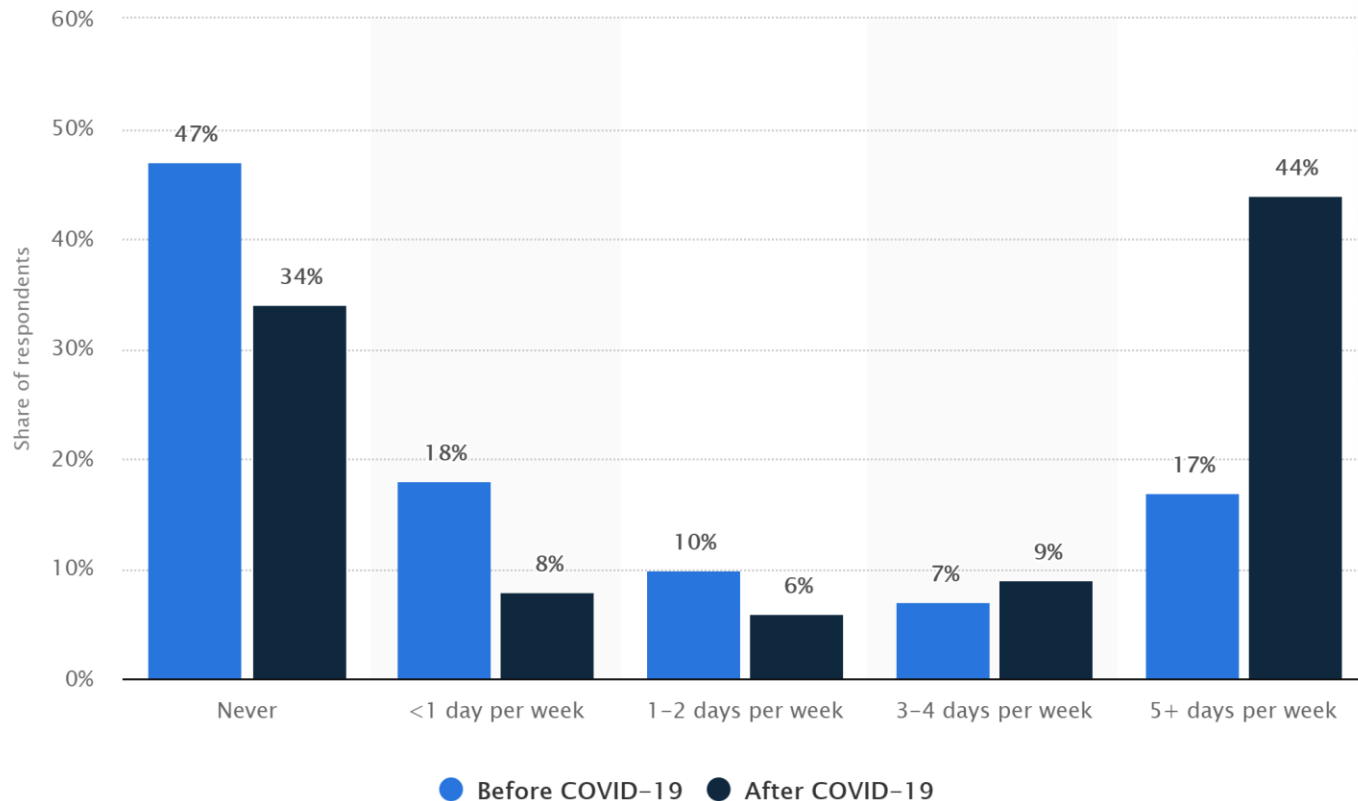
Co-Founder / Managing Partner of OutCons

Over 25 years of experience in
Learning and HRIS

OutCons is a 2 time OnCon Top 25
HR Vendor of the Year Award
winner

Changes to Work Trends

Due to Covid in the United States in 2020



Work Trends

In the Post Covid World

Workers working remotely



67%

Companies supporting remote work



73%

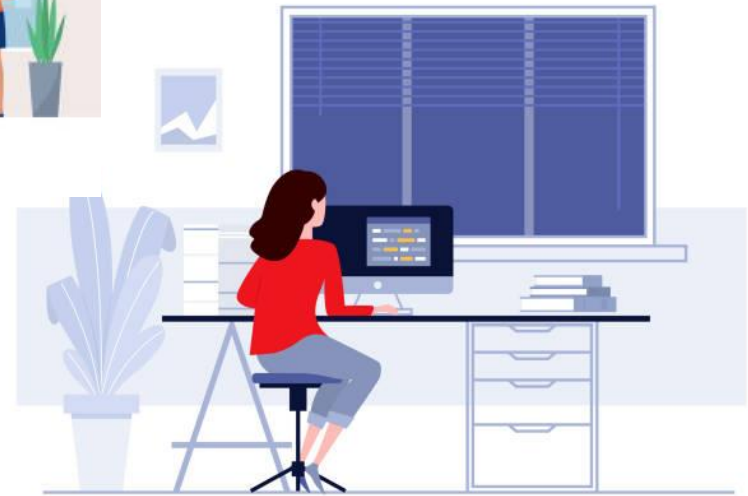
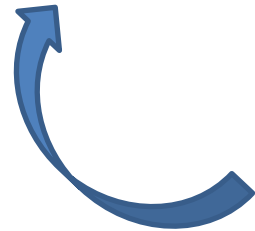
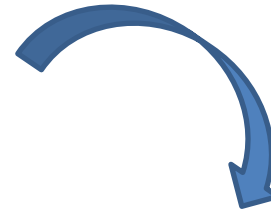
Employees that want to work from home



80%

Work Trends

Hybrid Workforce Post Covid



Impact

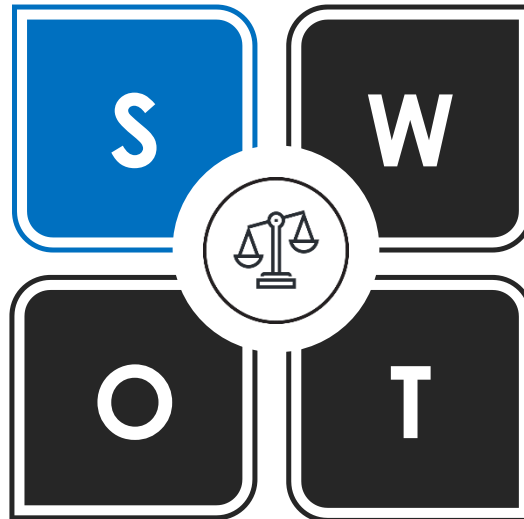
Benefits and Challenges

STRENGTHS

- No Commute
- Ability to Focus
- Productivity

OPPORTUNITIES

- No Office Distractions
- Work Life Balance



WEAKNESSES

- Isolation
- Engagement
- Productivity

THREATS

- Speed of Decisions
- Work Life Balance

Impact

What will the Hybrid Workforce effect?



Flexibility

A more flexible approach to work



Changes to Office Space

Less office space and lay out changes



Focus Shift

Shift to more impact driven work. Skills focus.

Impact

Employee Expectations and Needs are Changing



Safety

Make the workplace safer



Belonging

People have a need to belong



Productivity

Design workspaces to help people stay productive



Comfort

People want to be comfortable in the workplace

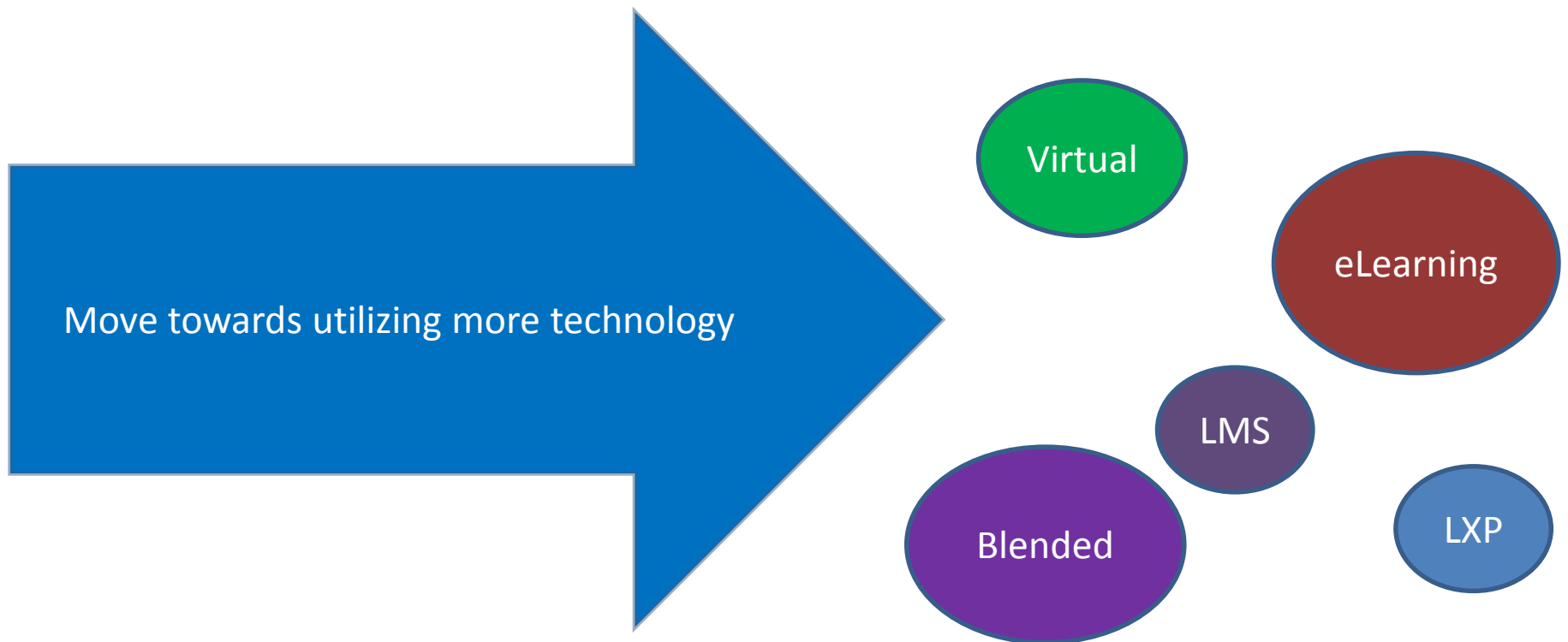


Control

People want to be more in control after working from home

Training Strategy

Adapt your corporate training strategy



Virtual Learning

Implement or expand a virtual learning strategy

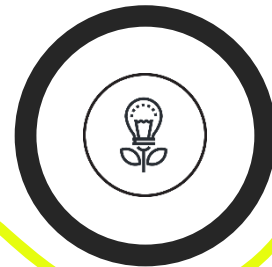
Synchronous

Live virtual classroom via web conferencing applications



Instructors

Virtual learning will be new for instructors



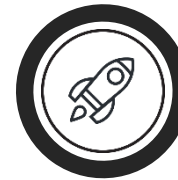
New Experience

Virtual learning is not “extra” or “the same thing but online”



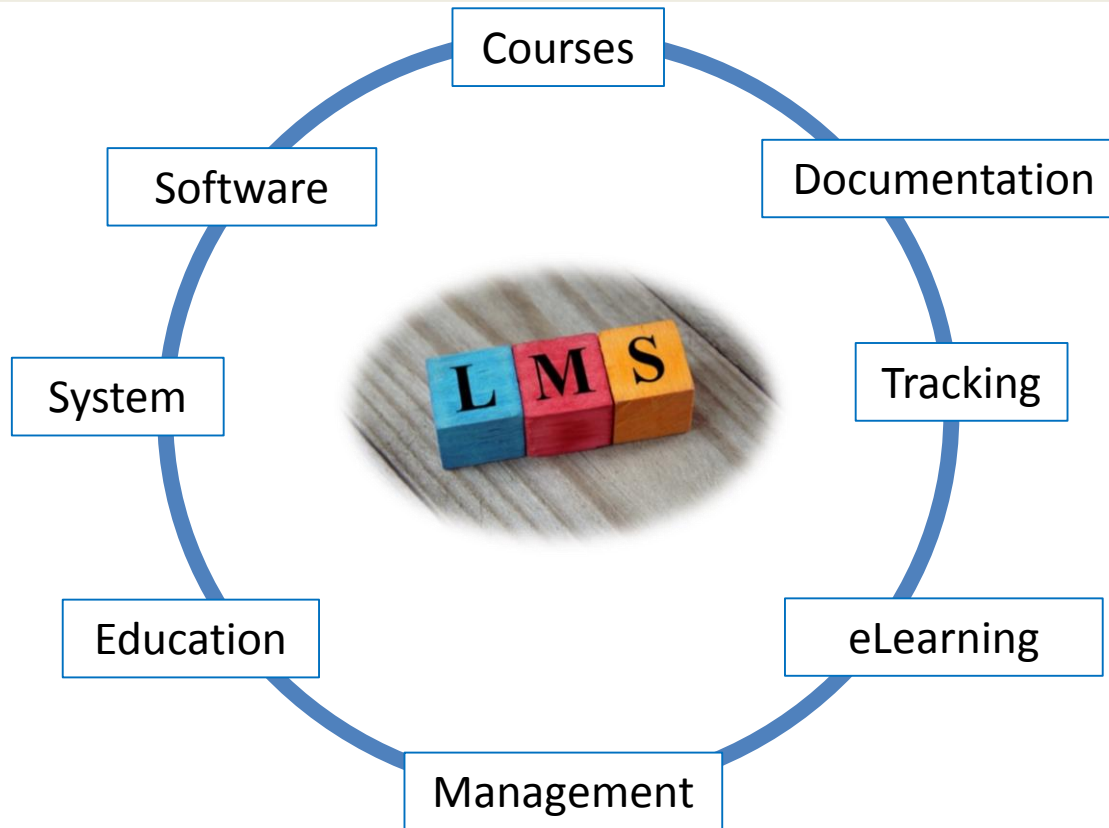
Technology

Utilize the technology, chat, white boards, break out rooms, polls and video



Learning Management System

Effectively utilize your LMS



Learning Experience Platform

Effectively utilize your LXP



eLearning

Strategies for successful eLearning

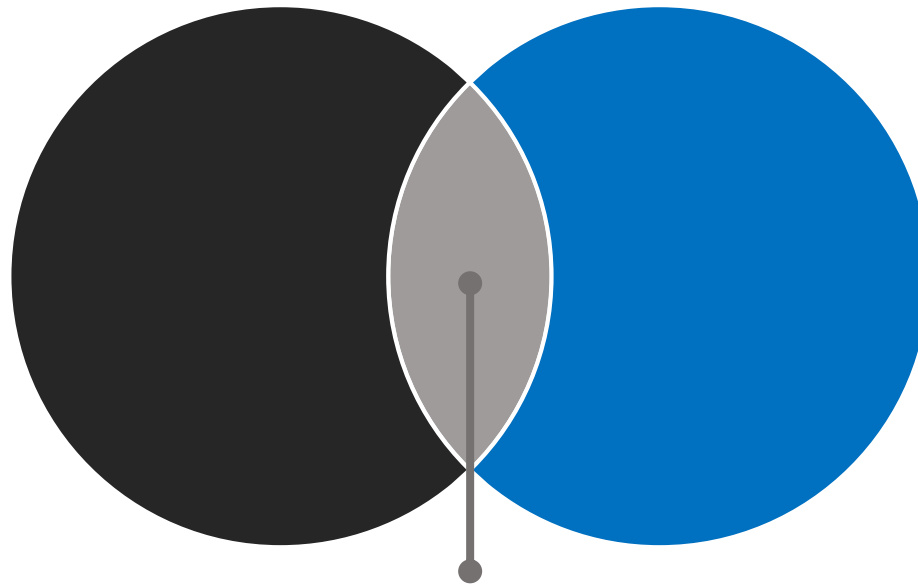


Blended Learning

Strategies for blended learning post covid

Classroom

Traditional instructor led classroom training.



Online

One or more of the various forms of Virtual and eLearning.

Blended Learning

Elements of both classroom training and one or more forms of virtual and/or eLearning combined to make up a course or curricula..

Safety Training

Make safety training necessary

YOUR SAFETY IS A SHARED RESPONSIBILITY

- MANDATORY FACE MASK
- WASH HANDS FREQUENTLY
- KEEP YOUR DISTANCE
- AVOID CLOSE CONTACT
- TEMPERATURE CONTROL

Our Health & Safety Plan:

- Managing**
We are managing flow throughout our facilities and reducing risk for exposure by limiting facility entrances, executing check-in procedures that allow for contact tracing, and developing floor plans that promote social distancing. We are also controlling staffing and supply levels to contain the potential spread of the virus.
- Cleaning**
We have increased the frequency of cleaning of all high touch surfaces such as handles, buttons, and handrails. Our team uses EPA approved products and protocols proven effective against airborne and bloodborne pathogens.

Distancing
We have increased spacing between seats and tables in restaurants, concession areas and other common areas. We have placed distancing indicators near elevators, retail locations and other queuing areas. Elevators will have a strict two-person limit.

Messaging
We have placed signs throughout our facilities to inform and direct guests in preventing the spread of the virus. Signs displaying health and safety protocols are prominently displayed in high traffic areas. Information regarding recommended hygiene techniques is located outside of restrooms.

Training
All Houston First team members and service partners have completed mandatory training based on CDC, local health department, and industry recommendations before returning to work.

Houstonfirst.

CORONAVIRUS SAFETY

Follow these easy steps to help prevent the spread of COVID-19.

- Disinfect surfaces around your home and work.
- Wash your hands for at least 20 seconds.
- Sneeze or cough? Cover your mouth.

American Red Cross

COVID-19 Safety Compliance Certificate Program

for Business Owners and Employees

UNIVERSITY of WASHINGTON

BACK TO THE WORKPLACE

These required measures will help prevent the spread of COVID-19 and keep UW employees and visitors safe and healthy.

- Maintain physical distancing:** Keep 6 ft of distance between each person.
- Encourage good hygiene:** Employees must be able to wash hands with soap and water or hand sanitizer.
- Clean & disinfect:** Work areas and high touch surfaces must be cleaned and disinfected regularly.
- Take precautions with sick personnel:** If you are sick, you must stay home.
- Reporting & response:** The UW Employee Health Center must be notified when an employee has suspected or confirmed COVID-19. covid@que.uw.edu 206-616-3364.
- Communicate safety information:** Provide training when employees return to work, and weekly updates on preventing the spread of COVID-19 on campus.
- Face coverings are required.**

uw.edu/coronavirus

Sept 2, 2020

Managing Remote Team

Train management



Question and Answer

L&D Planning