

Collective Wisdom: Employee engagement and ways of working during a global pandemic

Business as unusual: the biggest challenges when returning to work*



Not falling back into old habits



Health and Safety



Respecting differences in ways of working



Understanding how the culture has changed



Respondents rated the significance of the challenges their organisations faced working during a global pandemic



48% of respondents suggest there will be more flexible working in the future

when asked which parts of working life they felt would be affected, **13%** said there would be less travel and a greater focus on digital and hybrid meetings



How our respondents are planning on supporting their people back to offices:

- Revised employee benefits
- Induction on to site
- COVID-19 testing
- Revisit the performance management approach
- Flexible return to work
- Focus on virtual training

54% of respondents say over-communicating/scheduling was the most common error made during this time

52% of respondents say that supporting leaders in communicating effectively with employees and a focus on purpose and progress was vital

On a scale of 1-6, with 1 meaning 'not at all' and 6 meaning 'it would have a huge impact', our respondents rated the impact of the global pandemic on the workplace of the future

5/6



To download the full report and key findings [click here](#)

