COVID-19 AND THE FUTURE OF WORKPLACE WELL BEING

CoreNet | HACKATHON Group 15
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What becomes of our willingness to be in common spaces, and will people and companies be reluctant to use coworking spaces and shared office settings as part of their real estate and workplace needs? Will this be the end of benching and other solutions without partitions (e.g., protection) from others around us? What steps should be taken in the event of a COVID-19 recurrence?

**CONTEXT**

What becomes of our willingness to be in common spaces, and will people and companies be reluctant to use coworking spaces and shared office settings as part of their real estate and workplace needs?

Will this be the end of benching and other solutions without partitions (e.g., protection) from others around us? What steps should be taken in the event of a COVID-19 recurrence?
Value of workplace wellbeing

WHAT IS WELLNESS???
HOW DOES IT AFFECT THE WORKFORCE?

The relationship between the physical, mental and social health of an individual - influenced by the organizational environment.

- Physical
- Mental
- Social

STAFF & WORK CULTURE
-Better staff morale, and improved work culture

EMPLOYER
-Greater employer reputation and ability to attract and retain talent

PRESENTEEISM
-Lower absenteeism, and costs associated with illnesses

PRODUCTIVITY
-Increased work performance and productivity

The stress of a 24/7 technologically ‘switched-on’ age has compelled conscientious employers to overtly enable wellbeing, as part of their corporate offering.
Impact of COVID19
To Workplace Wellbeing

"Overnight, majority of today’s working population have found themselves, whether they like it or not, working from home."
The overnight transition of the workforce forces the employees to deal with not only with maintaining their productivity at their “Home office” but also dealing with possible feelings of isolation where alone, new stresses of caring for elderly/sick family members, home schooling children, while looking after the household.

While not a new concept, adoption of working from home is still lower in certain parts of Asia due to factors like presenteeism culture, extended families in single households, gender stereotypes and conservative attitudes toward family-work roles in Asian societies where women are still expected to carry a larger burden of childcare and home chores.
Future of Wellbeing
At Workplace

Work from home (WFH) will become a new normal leading to a population with choice and freedom.

Organizations need to have a WFH offering that will lay out policies, benefits, allowances and inclusions.

Rethinking commercial spaces to promote culture, collaboration, and shared sense of belonging.

Increasing trends of mindfulness, wellness lead to emphasis on workforce mental & physical wellbeing.

Open culture, gender equality, diversity, & emphasis on mental health will help change stigma and remove bias where they still exist.
Prepare a comprehensive ergonomic program and ‘home office’ support system.

Invest in virtual communications and collaboration technology to support WFH.

Identify remote work principles and ways of working to help manage employer–employee expectations and build culture of collaboration and transparency.

Provide right tools and processes to support remote working throughout Employee Journey from hiring to exiting.

Reverting to office life - re-educating employees on adjacencies, signages, and processes.

Form multidisciplinary groups with HR & IT to charter the ‘Future of Work’ and address challenges to accelerate Flexible Working and WFH programs.

**Recommendations**

**Future of Work**
Recommendations
Support Mental Wellbeing

Employee Assistance Programs and Online Courses – stress management, going through uncertainty, dealing with loss, improving personal resilience, etc.

Train and promote Mental Health First Aiders

Onsite and virtual Mental Wellness programs i.e. meditation and mindfulness
Recommendations
Support Physical Health and Safety

Promote healthy buildings principles for ventilation, air quality, thermal health, water quality, noise and lighting.

Adopt new regimes of rigorous cleaning/sanitation including the use of automation and new materials, e.g. Touchless or Voice activation, Nanoseptic surfaces, etc.

Review work arrangements to manage physical distancing and workspace density.

Onsite and virtual Physical Wellness programs (i.e. yoga, pilates) both

Emphasis on healthy eating, fresh foods, variety of choice.
Thank you