

Leading Change, ~~Today~~ Tomorrow

Key questions from Prosci Presentation for ACMP UK, 8 September 2021



Workplaces are changing

Which question are we asking and answering:
Who is coming back on premises? Or
What work is coming back on premises?

When and where does the where matter?

How can we be strategic when we
reclaim shared space?

How can we be inclusive and equitable
as we return to the workplace?

How will we engage our people in the re-
imagining approach and decisions?

What's it [the workplace] for?

Organizations are changing

What did we learn about ourselves and our
organizations that will help us be more successful
in our post-pandemic future?

What did we miss most while working “apart”
that we cannot wait to recapture when we are
able to be “together” again?

What are our policies and plans related to the
many parts of the hybrid workplace OS?

Policies and Planning for the Hybrid Workplace OS

Leadership	Culture	Collaboration	Safety	Physical Space
Productivity	Employee Experience	Engagement	Health and Wellness	Legal/Regulatory
Measurement	Customer Experience	Communication	Hiring/On-boarding	IT/Cybersecurity

Change is changing

How will you accommodate for SHIFTING
HORIZONS in your practice?

How will you accommodate ITERATIVE AND
ADAPTATIVE change as the necessity in your
practice?

How will you ADAPT your practice to better
prepare, equip and support people through the
changes they experience in a HYBRID world?

What are the biggest challenges
you anticipate in a hybrid environment?

What adaptations might you make to
accommodate a hybrid environment?

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Additional Resources

- Prosci Blogs and Webinars:

- Applying the Latest Research and Tools to "Return to the Workplace" (webinar replay)
<https://www.prosci.com/resources/webinars/applying-the-latest-research-and-tools-to-return-to-the-workplace>
- Managing Change in Our Re-imagined Workplaces (blog)
<https://blog.prosci.com/managing-change-in-our-re-imagined-workplaces>
- 10 Areas to Consider When Planning for Hybrid Workplaces (blog)
<https://blog.prosci.com/10-areas-to-consider-when-planning-for-hybrid-workplaces>
- 2020 in Reflection: An Extraordinary Year of Change (blog)
https://blog.prosci.com/2020-in-reflection_an-extraordinary-year-of-change
- Virtualizing Change Management (premium webinar)
<https://store.prosci.com/bookstore/premium-webinar/virtualize-change-management.html>
- 7 Key Enhancements to the Prosci Methodology in 2021 (blog)
<https://blog.prosci.com/7-enhancements-to-the-prosci-methodology-in-2021>

- Referenced Works:

- McKinsey & Company: What executives are saying about the future of hybrid workplace
<https://www.mckinsey.com/business-functions/organization/our-insights/what-executives-are-saying-about-the-future-of-hybrid-work>
- PwC: It's time to reimagine where and how work will get done
<https://www.pwc.com/us/en/library/covid-19/us-remote-work-survey.html>
- Seth Godin: What's it for?
<https://seths.blog/2020/02/design-thinking-a-simple-example/>