



Mondays *with Mike*

AULTCARE

Reimagining Work

As we continue to hear about workplace reengagement, many of our staff members and employee teammates will begin to visit with leadership about how the company or organization will look on a more permanent basis as we move forward. There will be an energy of “Now what?”

Lisa Waite, professional leadership speaker, college instructor, and friend, shared the following process that is outstanding as we all address the “Now what?” energy. As leaders, we need a process such as this so that we address the correct needs and set up effective workplace environments. Workplace environments can mean the home, locker room, office, and worksite.

1. Assess

- a. Hold employee focus groups
- b. Reach out to your customers for their input
- c. Consider formal surveys

2. Align

- a. Map revised short and long term objectives to your core purpose
- b. Reiterate how your team must work together
- c. Simplify and communicate what's next

3. Accommodate

- a. Create optionality in how work gets done
- b. Determine what you can let go of and simplify

4. Adapt

- a. Establish feedback loops with team members and customers
- b. Continuously monitor the feedback

We have engaged with temporary processes to allow us to survive and adapt over the course of the past year. Before just jumping back into “the old way,” let’s take time to use the process that Lisa has shared. Huge opportunities exist if we do!

Have a great week!

