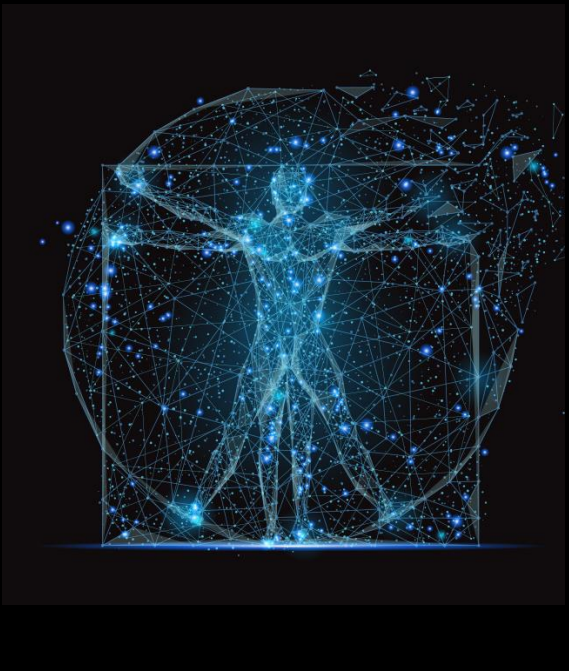


# Work, Workforce, Workplace Reinvented



## Reopen effectively, efficiently, and safely

As the COVID-19 pandemic radically disrupted work environments, the first priority has been crisis response: emphasising health and safety, essential services, and the virtualisation of work and education.

On May 1<sup>st</sup>, the Government announced their roadmap to ease COVID-19 restrictions and reopen Ireland’s economy and society. Now organisations need to start focusing

on reopening and/or restoring the workplace effectively, efficiently, and especially safely.

Yet the abundance of “unknown unknowns” – everything from changes in the social contract, to macroeconomics impacts, to local health ordinances, to individual employee preferences or fears of populated work environments – make it challenging. These

challenges are putting pressure on organisations to implement new procedures and practices in a very short time.

To help you on this journey, Deloitte has created and worked with partners to develop a range of zero or low cost tools to help with the reopening of your workplace in a safe and sustainable manner.

## How ready are you?

Before reopening the workplace, you should start by mobilising a cross-functional recovery task force. This team should focus on assessing the

readiness of your organisation. The results of this will allow you to develop an informed roadmap.

To help you assess your recovery readiness, here are some useful tools



### Deloitte’s workforce strategies workbook:

This will guide you through key considerations and scenario planning across the three dimensions: work, workforce, and workplace. It will help you think through what is still needed to manage business continuity, and what will be needed as you reopen and recover.



### Deloitte’s recovery readiness assessment tool:

Complete a set of readiness assessment questions to receive a free analysis of your organisation’s readiness, a heatmap, and recommendations around work, workforce, and workplace.



### 30-Day plan for recovery:

Participate in a virtual workshop hosted by Deloitte to evaluate your status, options, and risks. All of which, will provide you with a 30-day plan for recovery.

## Considerations to get you started:

As organisations move from responding to COVID-19 to the recovery, our strategies for enabling a safe return to work and an effective recovery are focused on three dimensions: **work, workforce and workplace.**



### Workforce:

How does capacity, capability and affordability affect workforce design after the crisis?

### Work:

Are we returning to the way we worked before – or adopting new ways of working?



### Workplace:

What did we learn about working in the flow of life? How did it impact work when the boundaries between work and life are blurred?



Tools for a successful reopening

When reopening your workplace, enabling tools can help you with the planning and tracking of your workplace readiness plans, manage the health and safety of your employees, and support collaboration for your employees located at home and back in the workplace.

Below are some tools Deloitte has developed with our Partners which can be set-up quickly and cost effectively to help you navigate your recovery journey.



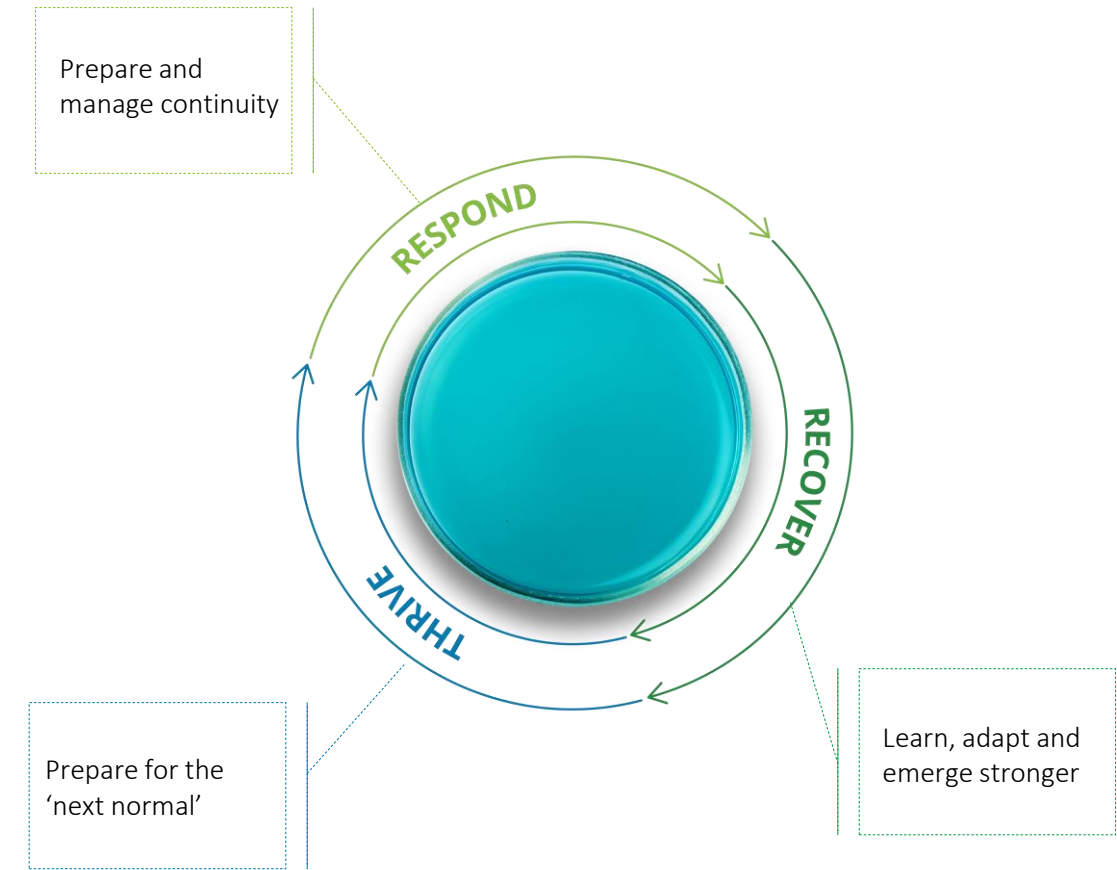
**Deloitte Resolve:**  
An emergency response ServiceNow solution created by Deloitte to help organisations monitor staff exposure, build a risk profile and create an internal information forum as a component of their COVID-19 response plan.

**Workday Extend WFH Hub:**  
This tool provides a platform that allows employees to record days they intend to work from home, their location while they do so, and the nature of work they carry out. Employee check-in’s and surveys for remote workers is managed via this and the insights and instant feedback are shared with managers via a dashboard.

**Employee Wellness G:**  
Employee wellness and their ability to return to work and customer confidence can be quickly gauged through both Qualtrics and Workday powered thermometer.

**Covid19 Command Centre:**  
Employers can centrally manage Covid19 return to work readiness planning and track activities such as workforce shift planning, emergency response management in a Salesforce cloud solution.

Deloitte’s COVID-19 framework



Let’s talk

At Deloitte, we have set-up a recovery taskforce to support our clients on reopening their workplace. Please contact your account manager or a member of the taskforce team for any enquiries.

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To access all of our insights, guides and tools, please visit <https://www.deloitte.com/reopening-workplaces>