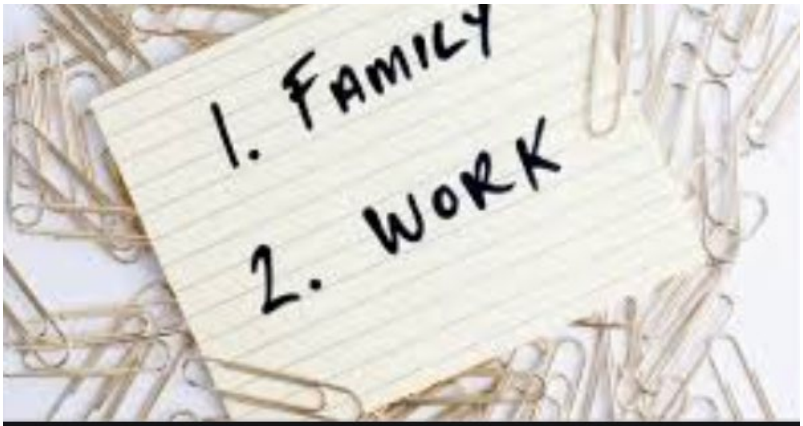




Key Strategies to Navigate through COVID-19

July 14, 2020





State of Emergency



Presenters

- Lyn Hatt – office ergonomics
- Marcia O'Connor – facilities management
- Tim Morton - organizational culture
- Steve Tower – emergency planning



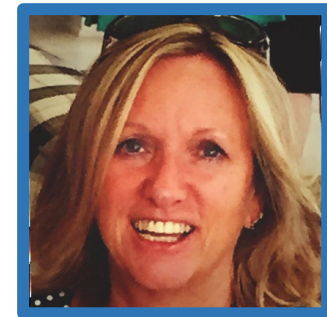
WFH-Ergonomics



- WFH -with nothing but a laptop and a phone

INJURY IS INEVITABLE

- Proper workstation set up is key
- Introduce movement into your day



Lyn.Hatt@ergoCentric.com

WFH-Ergonomics



- CSA-Z412 Office Ergonomics applies to Working From Home
- WSIB rights and responsibilities apply to WFH
- Occupational Health and Safety Act still requires employers to take precautions with WFH



Re-Entering the Workplace – A Strategic Framework for Immediate, Short and Long Term Planning

- Health and Safety Priority - Higher sanitization measures, security
- Communication – messages, signage and wayfinding protocols
- Assess human and financial resources
- Critical facility repairs and replacements

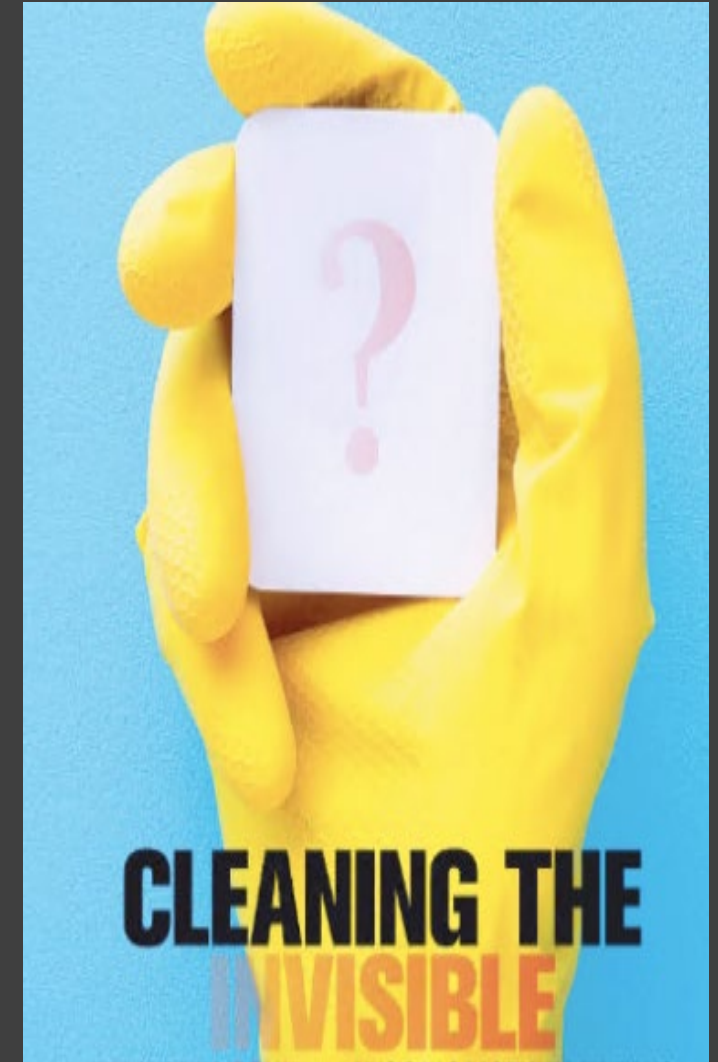


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On the Verge of Re-entry

- Establish temporary workplace arrangements in prep for gradual back to work mandate
- State of Real Property Assets – lease, buy, rent
- Changes to workspace design and collaboration areas
- Lessons learned and continuous improvement



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Organizational Culture & Business Transformation

- Now is the time for leaders to lead
 - Step into your role as a sponsor
 - Aligned to corporate values
 - Support inclusion
 - Communicate regularly



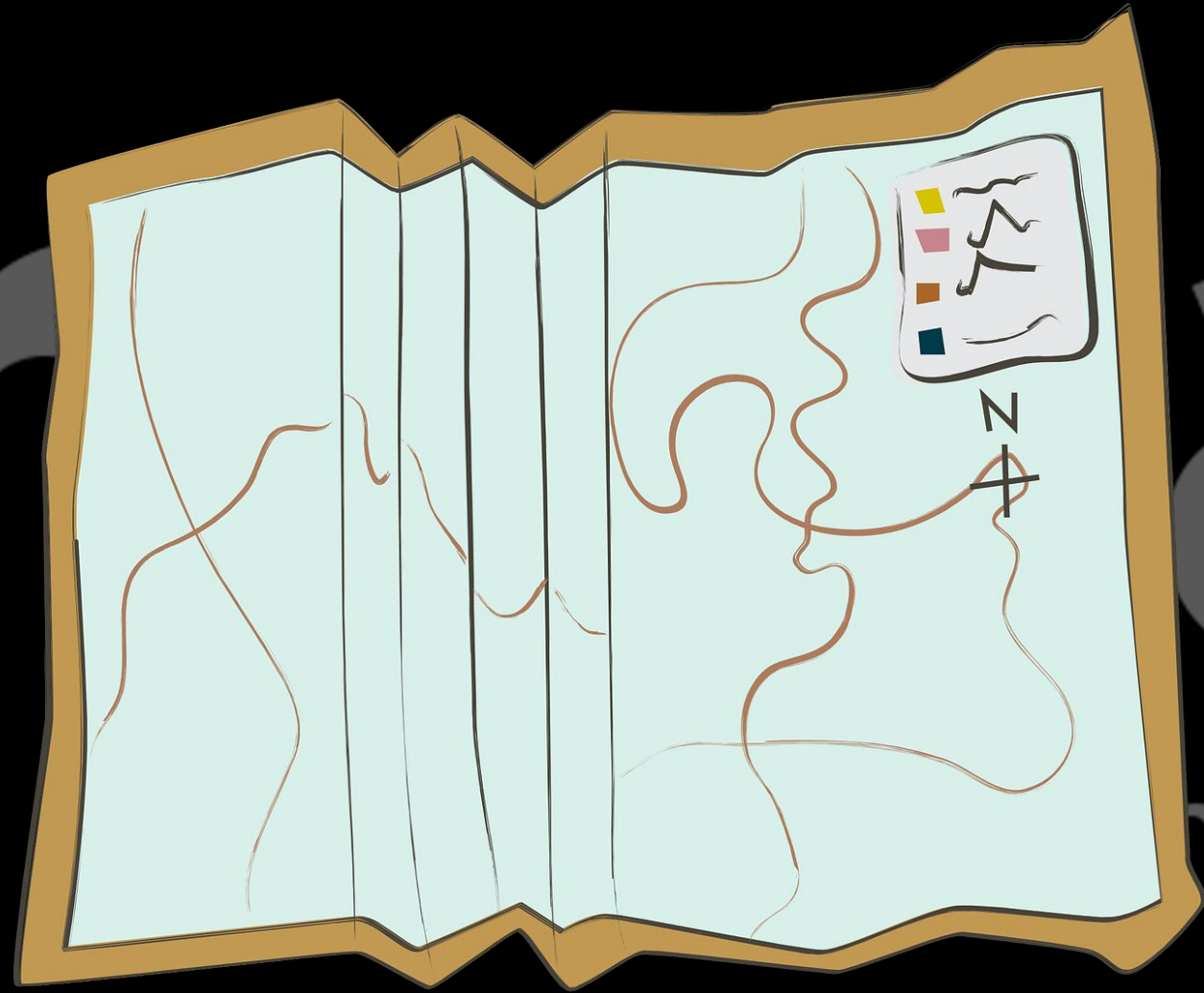
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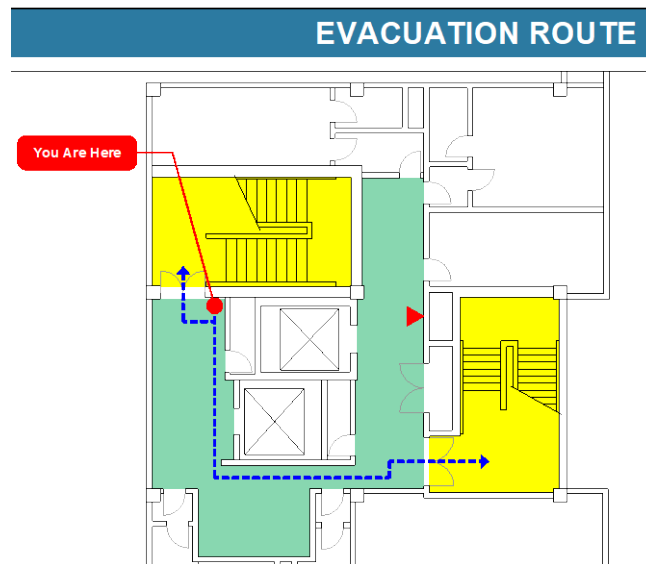
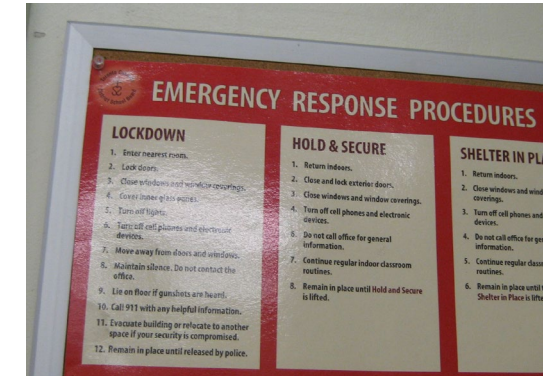
Organizational Culture & Business Transformation

1. Redefine goals
2. Create a compelling vision (North Star)
3. Co-create activation plans with every dept.
4. Course Correct
5. Enable & Lead Transition



Contingency Planning

- Live test of Pandemic Response highlights a serious need for formalized **Lockdown Emergency Response Plans & Contingency Planning**



- Workplace re-opening requires staged loosening of traditional Lockdown protocols, with **enhanced hygiene, security, life safety & fallback** measures (influenced by adjustments to product - service strategies)

Future Emergency Plans



- Longer term sustainability and resilience-building will occur, based on *simple scenarios & exercised plans*, to better safeguard continuity, leveraging:
 - improved incident management
 - workplace virtualization
 - emergency communications
 - supply chain redundancy, etc.



Survive
Revive
Thrive

Thank You and Keep Well.



A Path Emerging from COVID-19 – *words of wisdom*

