

Reopening with Resilience: Key Takeaways

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Operational Solutions to Mitigate Risk

Key Takeaways:

- Develop a tiered system of response:
 - Engineering controls (i.e. building ventilation optimizations)
 - Organizational controls (i.e. staggered schedules to decluster employees)
 - Environmental controls (i.e. employee mental health)
- As we return to work, remember that the virus isn't gone. Infection control must become central to our operational planning.
- All companies should create a one-stop-shop for employee communications to maintain transparency and trust among their workforce.

“Create a hierarchy of controls”

Dr. Glorian Sorensen, PhD, MPH
Harvard

Company Policy and Employee Engagement

Key Takeaways:

- This pandemic has really turned up the volume on mental and emotional health, which has emerged as a central issue in maintaining a healthy workforce.
- The business case for investing in health and wellness is well-documented but hasn't been widely shared or well understood. Good workforce health results in:
 - Increased productivity
 - Reputational benefits
 - Employee attraction and retention
 - Future savings in healthcare costs
- Remember that your employees are a critical stakeholder. Provide them with multiple feedback mechanisms, such as 1:1 sessions, in larger group settings, peer-only, or anonymous methods.

“Good health is smart business”

Cathryn Gunther
Merck

Key Considerations in Creating Organizational Resilience

Key Takeaways:

- Companies can benefit from engaging in futures thinking and scenario planning which considers the elements of business that will be forever changed: Conferences, trade shows, business travel, employee engagement and more must be totally re-examined.
- Organizations are beginning to realize that we must make big changes in the way that we have functioned – we need to be more just, more inclusive and more coordinated.
- We are all interconnected, and gaps in inclusivity are bad for business.
- The knowledge that we can stop the world on a dime is astounding. This has had innumerable negative repercussions, but if done in a more planned, proactive manner, could contribute to major positive changes in our world.

“Meet the moment, build the future”

Laura Gitman
Business for Social Responsibility