



THE FUTURE SMART WORKFORCE

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The Future Smart Workforce

The Aim of the Programme

1. Devise your unique workforce model that matches demand and offers better work-life balance to your employees post lockdown
2. Attract the best quality people to match seasonal demand
3. Lead and motivate your distributed teams in a more effective manner so that productivity increases and you retain the best people.

Looking to the future

The beauty of running your programme now is that you will have learned a lot from the working from home experiment.

However, as the new world of work emerges, it will present new challenges and the virtual programme we have built is designed for you and your team to scenario plan, analyse challenges, get creative, evolve, solution the new workforce model.

This Programme is designed to be run virtually during lockdown with some roll over in to post lockdown as necessary.

Your team will emerge from Lockdown with an action plan better equipped to face the changes and challenges we will face in the new world of work.

Our Methodology

Each module includes:

1. Pre-work – Short Explainer sessions, Short Vimeo Explainers, Explainer Reading Materials (to match different learning style)
2. A series of 6/8 live Zoom sessions of no longer than 1.5 hours facilitated by Ruth and Olly where we:
 - a. consider the challenges we will face
 - b. get to the root cause of past and future issues and
 - c. begin to build your unique workforce model that matches customer demand
 - d. align this with new leadership requirements of managing a distributed workforce
3. Post thinking, reflection and reading

In addition

4. One to one coaching with the Leader around the plan, policy and employment contracts etc
5. We will build your unique action plan for implementation

This format is proven to suit a variety of learning styles and will enable your team to reflect on the best options for your business once you get out of lockdown.

Workforce and Leadership Modules

We can spread sessions out over the weeks that lockdown continues so that you come out of it with a better business, workforce and leadership model for what is going to be a quite different future.

Module 1.

In the first 1.5 hour session we will introduce you to the smart workforce model and all of its 50 different options. You will reflect on these options and begin to understand what will work for your business and customers and which to avoid.

Module 2

In the second session we will carry out Root Cause Analysis of past challenges with you, so that we can mitigate against recruitment/retention/productivity issues in the future

Module 3

Scenario planning for post lockdown. What will the business model look like and thus what does the workforce model need to look like. People are increasingly aware that the health of people and planet are inseparable and it's time for environmental, social, political and economic change. This session really makes your team focus on what will have changed in our world, for example, who will still need to isolate until there is a vaccine (including clients). Start, stop, continue etc and thoughts around:

- Client meetings and audits
- Hygiene practices
- Commuting, distancing
- Premises
- Schools re-opening and how it will affect your workforce
- Surge in holidays?
- Lessons from running a virtual business

This will equip our thinking for the next session.

Module 4

Building the model and the action plan. Hands on, step by step project approach to putting a new model/plan into place. We will link this to smart working policy, procedure and any employment advice that you require.

Module 5

Leadership skills for managing a distributed team, focusing on 2 Way Trust, managing the performance of a distributed team, running effective virtual meetings. Sometimes this session requires 2 sessions – so we can fully flexible with that.

Module 6

Recruitment and Retention strategies that will improve the quality of new starters and retain the best people. Again, if we need to be flexible and run two sessions – that is fine.

One to one coaching

We will coach you to build a robust implementation plan and can provide project management support if you require that service too.

The Smart Working Revolution have 20 years' experience of delivering smart workforce models - including successful remote teams – we can deliver the right virtual skills training at the right time to your Remote Team

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