Distributed Work: Midwest Chapter Team

A COVID-19 Virtual Ideation Experience

KEY PRINCIPLES TO CONSIDER

<table>
<thead>
<tr>
<th>ENGAGEMENT BEGINS WITH EMPATHY</th>
<th>EMBRACE CONTINUOUS CHANGE</th>
<th>EMPOWER EXPERIMENTATION</th>
<th>LEARN FROM FAILURE</th>
<th>PEOPLE ARE AT THE CORE</th>
</tr>
</thead>
<tbody>
<tr>
<td>This is a defining moment for leaders who must inspire and lead a remote workforce.</td>
<td>Make agile decisions based on continually changing circumstances</td>
<td>Test, Prototype, Iterate and refine as technology, policy, targets and needs rapidly change or shift.</td>
<td>Fall fast, and learn in order to respond timely and innovatively to evolving conditions.</td>
<td>Focus on alignment of the company’s financial responsibility to that of the wellbeing of its workers in order to support innovation, problem solving, performance, and wellness.</td>
</tr>
</tbody>
</table>
WHAT IS A WIDESPREAD DISTRIBUTED WORKFORCE REVEALING?

- ACCELERATION IN REAL ESTATE TRENDS
  - WORK ANYWHERE
  - FLEXIBLE WORK ENVIRONMENT
  - WORKER CHOICE
  - AUTOMATION

- RESILIENCY PLANNING IS CRITICAL
  - LONG-TERM PERSPECTIVE
  - PIVOT QUICKLY / CONFIDENTLY
  - INCLUSIVE
CONSIDER THE PRESENT DAY 1

Current and immediate

A longer period of change, learning, adoption, and refinement

The Next Normal
THE WORKPLACE WILL REMAIN NECESSARY

- CONNECTION
- BELONGING
- FACE TO FACE
- SOCIALIZATION