

# The new normal and what it means for you



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# Good Zoom etiquette

- 1. Mute unless speaking**
- 2. Videos on when talking**
- 3. Let's be interactive**

# Mel Rowsell

## Coach | Consultant |

## Facilitator | Speaker |

## Author

- **An expert in balancing the the human connection at work and commercial realities.**
- **Cofounded Vend and grew it from 0-250 people in 6 countries in 4 years.**



- 1. What will the future hold?**
- 2. What does this mean for you?**
- 3. Critical thinking**

# How are you feeling about the future

- **[www.menti.com](https://www.menti.com)**
- **Use code 53 63 38**

This is what I think  
will happen

# Remote working

**Some employers will be remote first**  
**There will be hybrid teams**  
**New demands on leadership**

# Talent

**Local talent pool increased**  
**Location less significant**  
**Talent pool geography opened up**  
**From talent war to talent glut**  
**People looking to retrain**  
**People stay in jobs longer**



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# Leadership

**Focus on managing remote teams and hybrid teams**

**Employee experience now online - from hiring, onboarding, inspiring, measuring output, training and development, reward & remuneration all can be done remotely**



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# Leadership....

**Planning for L4 lockdown again - business continuity planning is paramount**  
**Renewed focus on wellbeing**  
**Focus on the whole person**  
**Work life blend redefined**

# Office space

**Offices are less essential**

**Leases are not renewed**

**Reconfigured spaces - for client  
meetings, innovation, collaboration,  
project teams vs “offices”**

**Corporate presence on High St remains  
with available space elsewhere**

**Use of serviced offices**



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# Spending

**Purse strings are tightened  
Consumer spending redirected  
Big purchases deferred**



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# Supply

**NZ made and supplied more desirable**  
**Fixable movement continues**  
**Supply chain diversified - e.g. providing**  
**food outside of restaurant trade**  
**Premium for stock readily available**

# Online

**Rapid innovation in tech to support  
remote working**

**Consumers continue online purchasing  
habits**

**Consumers more confident with online  
purchasing**

**More pressure on bricks & mortar**



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# What else?

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# It's time for critical thinking



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# Critical thinking questions

How will our  
organisation change  
over the next 12  
months?



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# Critical thinking questions

How are we going to  
grow?

# Critical thinking questions

What should we do  
more of?

What should we quit  
doing?



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# Critical thinking questions

What have been  
some of our  
unexpected wins?



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# Critical thinking questions

Whose voice do we  
need in this  
conversation?



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# Critical thinking questions

What additional  
skills, resources or  
knowledge do we  
need to acquire?



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# Critical thinking questions

What projects should  
be our top 3 priorities  
for the next year?



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# Critical thinking questions

What might get in  
our way?



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# Critical thinking questions

How will we  
evaluate if this is  
successful?



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# Takeaways

# Debrief

- 1. What will the future hold?**
- 2. What does this mean for you?**
- 3. Critical thinking**

# Thank you

I am offering free, completely no obligation  
30 minute phone calls if you want specific  
advice or a coaching conversation.

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