



Welcome back

Not every organization allows own employees to come back to work in their offices but some of them are preparing their return.

The following webinars will prepare you to welcome your team back to work after the lock-down time and will teach you how to reflect on what you all have learned during the lock-down time at personal and at organizational level.

Webinar 2 hours

This Webinar will focus on the following **themes**:

- ✓ How to plan the return of your employees **to work**: we will present and comment the **RISE UP** check-list created on the basis of international best practices.
- ✓ How to compose your **Welcome Back letter** and how to set up a task force to successfully roll out your new corporate policies and **procedures**
- ✓ How to organize the **first meeting** at the office after the lockdown period: presentation and comment of possible agendas.

Webinar 4 hours

In addition to the objectives and content of the 2-hours Webinar, we offer the possibility to explore the following additional topics:

- ✓ How **to listen to your employees' needs and expectations** while understanding their underlying fears and intentions.
- ✓ How to prepare and facilitate a **meeting** to collect your employees' experiences and insights emerged during the lock-down time.
- ✓ How **to reassure people** and respond to their concerns through immediate and effective communication.

Webinar 8 hours

In addition to the objectives and content of previous Webinars, we offer the possibility to include some additional **Leadership & Performance dimensions**:

- ✓ How to fine-tune your team **mission and business objectives** to the "new reality" and start again together with more energy and a renewed commitment.
- ✓ How to demonstrate flexibility in re-organizing the business activities to ensure a smooth re-start of the operations in respect of both your company's rules and policies and your employees needs and expectations.
- ✓ How to face your team members' **resistance** towards the new business goals and the new working conditions.

