

Returning to Work: Is Your Organization Ready?

Overview

Dave McKechnie, Partner & Chair, Employment & Labour Relations Group at law firm McMillan LLP, **Robyn Osgood**, Managing Director and Communications Practice Lead at McMillan Vantage, and **Andrea Donlan**, Director and NGO strategy expert at McMillan Vantage, have developed a three-point Return-to-Work Health Check to help associations and not-for-profits navigate the new normal -- a more rules-based economy with comprehensive restrictions that vary by sector, geography and COVID-19 context.

1. Focusing on Workplace Health and Safety in the New Normal

Are you clear on the legal framework for testing, masks, social distancing, hygiene? Have your new operating procedures been established? Do they differ by region? How will new procedures be communicated to your employees, donors and funding recipients? What does onboarding look like for returning employees? Will work-from-home continue in some form? How are you dealing with employees who have to go into other workplaces as part of their duties? What changes are needed to your physical space? Do clients, funders and donors see safety as part of your brand?

2. Transformation Strategy

Does your organization's strategy enable you to pivot and thrive in a 'new normal'? Are you rethinking your vision, mission and strategic plan? Are you focused on recovery (what you were before) or transformation (what you can become in this 'new normal')? Are you rethinking your brand positioning and fundraising engagement/stewardship strategy?

Over the next few months, restrictions will start to loosen and the Canadian economy will open up, but the way we work has shifted. Is your team ready for a return to work?

3. Readiness for the Next Crisis

Did your crisis communications plan work well when initial Covid-19 restrictions went into place? Does it need updating to reflect the new world of work? Are you prepared for an outbreak at your office or where you deliver service? Are you prepared to respond to an employee complaining to the media about your workplace?

The world is different now. Employees, clients, donors and funders have different expectations of you and your organization.

While getting back to full speed may be months away, there are critical steps you can take now to meet those expectations to prepare for a return to work.



Contact

Contact Dave McKechnie, Robyn Osgood or Andrea Donlan for special NGO pricing on our **Return to Work Health Check**.



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