

UNDERSTANDING THE IMPACTS OF COVID19 ON YOUR WORKPLACE



BRM'S BENCHMARKING PROCESS

At the start of 2021, BRM conducted interviews with the management of a range of Not For Profit organisations to gain greater insight into how they were conducting their return to the workplace.

From the discussions, we collated qualitative data that highlights a shift in workplace structures and the employee experience. We combined this data with current Government COVIDsafe guidelines to form a detailed report that covers the key aspects of the new workplace model.

“The barrier has
been broken.
It's time to move on
the change”



WORKING THROUGH COVID

A TIMELINE



GOVERNMENT WORKPLACE GUIDELINES

On 26 February 2021, Victorian workplaces were moved to new “COVIDSafe settings” in accordance with changing restrictions and to protect the health and safety of workers returning to their office.

The report offers a detailed description of :

- COVIDsafe principles outlined by the Victorian Government for business
- Updated information regarding current office caps and density quotients
- Key aspects for implementing your COVIDsafe plan



- WHAT WE COVERED -

The Interviewees represented a wide range of Not For Profit organisations in Victoria, from social services to education services and advocacy and policy.

Our discussions centred around a newly adapted workplace model and behaviours as we emerged from a series of lockdowns in 2020.

BRM's team of workplace consultants asked a variety of questions about management's approach to their organisation's model.

While each organisation's model looks different, our questions focused on the steps taken to implement changes and achieve their outcome:

- How has team culture been impacted with everyone working from home?
- How does your Information Communication Technology support your current and future workplace model?
- Will new arrangements be mandated?
- Does the design of the space reflect your current situation and future directions?
- How are you measuring the success of the new workplace model?

- THE NEW WAY TO WORK : A SUMMARY OF OUR FINDINGS -

Every organisation interviewed has implemented a new workplace model in the wake of COVID19. While the approach of each organisation differs, our findings uncover a general shift away from the traditional office format, to a model that combines both remote and in-person working.

The findings reveal the steps taken by management to introduce change, the response of staff and how they plan to measure its success. The report examines this experience through 3 key aspects of the new work model:

Tech
Support

Different attitudes towards, and ways of approaching an online model

Company
Culture

The way in which a new focus on health and safety has re-shaped company culture

Use Of
Space

How organisations are re-thinking their space after a considerable time away from the workplace



KEY QUESTIONS TO ASK NOW



How will you use your space moving forward?

- How are different teams and individuals using different spaces?
- How are you conducting meetings?
- Does each space have a purpose?
- How does your staff want to use the office, i.e., for collaboration, support, socialising, creativity

What does your workplace model look like?

- Do you have an arrangement in place for remote/in person working?
- Is your technology supporting this arrangement?
- Does it reflect your company culture?
- Is it supported by your staff?

How will you measure success?

- To what extent do staff morale, wellbeing and productivity play a role?
- How do you rate your ability to change and adapt?

CONTINUING THE CONVERSATION

What's next?

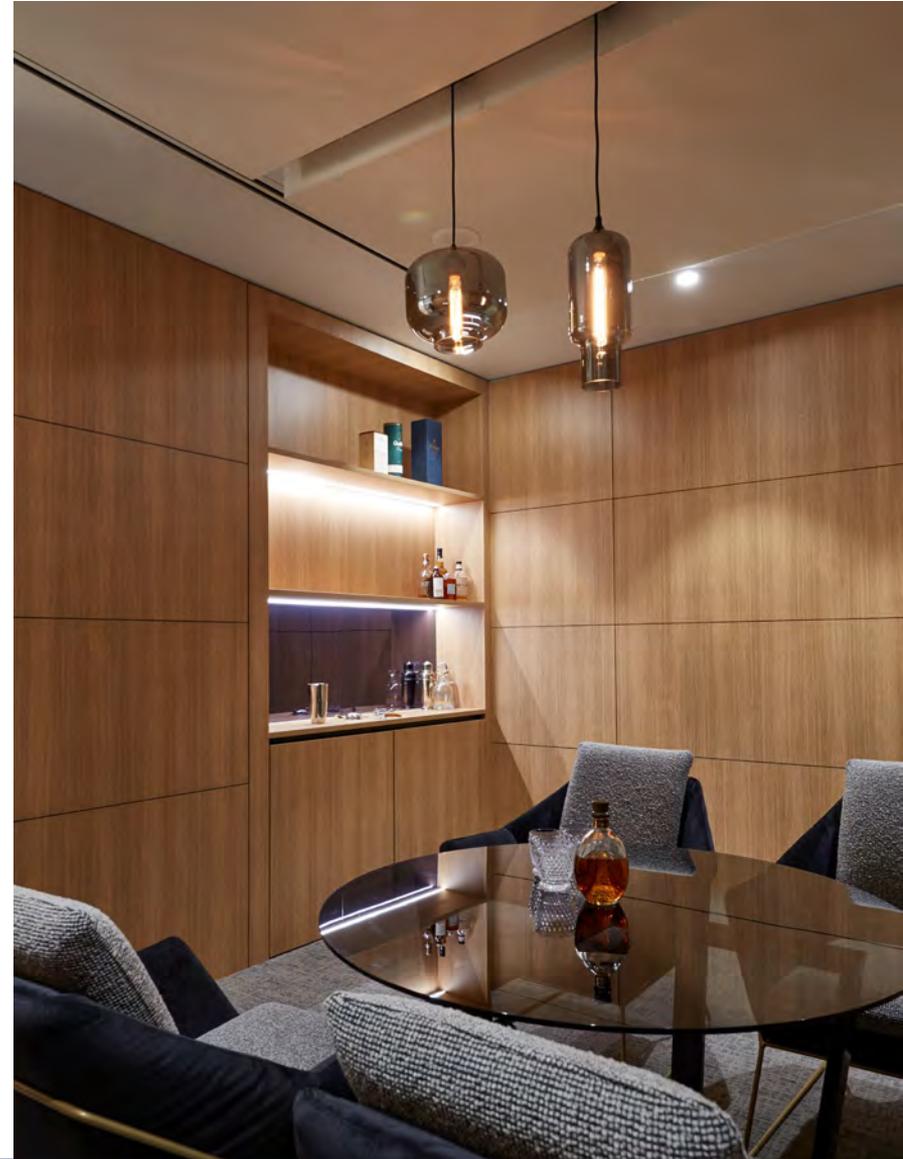
Do you want to know more about how organisations are implementing a “new office normal”?

To access the complete findings from our benchmarking report, please contact us today.

BRM's expert workplace consultants are available to answer questions specific to your workplace situation.

We can assist you in creating a workplace strategy that fits your business model and helps you pave the way for your “new office normal”.

GET IN TOUCH WITH US TODAY



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