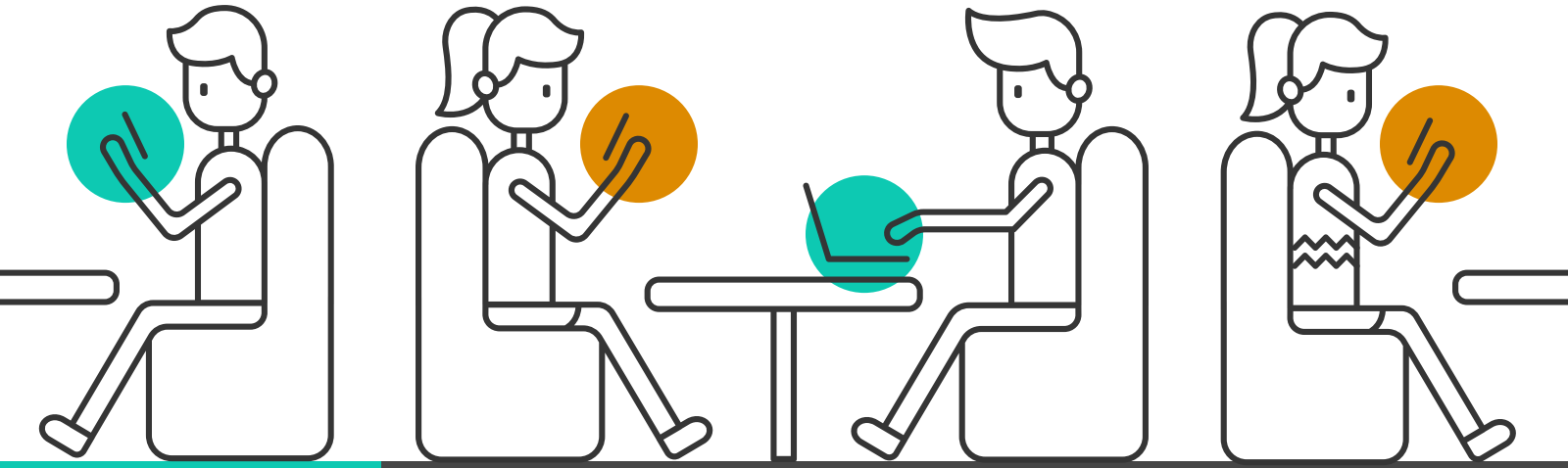



# STAYING CONNECTED

## Engaging - Mobilizing - Empowering





### PURPOSE

Provide ways for both critical and non-critical teams and individuals to be engaged, mobilized and empowered amidst the COVID-19 pandemic.

 Increase well-being and engagement

 Equip leaders

 Foster an inclusive work environment

 Drive a positive employee experience

### THE STRATEGY\*



Having skilled and knowledgeable leaders

**BY**

Providing training and tools for them to manage virtual teams effectively



Communicating timely and relevant information

**BY**

Having effective vehicles to continuously reach employees on and off the network



Recognizing our employees

**BY**

Regularly voicing their achievements, contributions and worth



Safeguarding our employees' psychological and physical health

**BY**

Instilling practices, resources and tools to prevent and address issues

*\*Inspired by the Transformation Employee Engagement Framework*

### PROPOSED ACTIVITIES

*An action plan is currently being developed by HRSB*

- Promote e-learning trainings and share tips on virtual management
- Develop series of micro-learning events (e.g. How to use Slack)
- Develop and share Tear Sheets on various topics
- Provide laser coaching services



- Provide tips for teams to implement existential recognition practices daily (e.g. say good morning, check in on their day, etc.)
- Recognize targeted groups in communication channel (e.g. IT, EI, policy groups, etc.)
- Promote tips on holding virtual informal social gatherings
- Promote GratitudeToGo Toolkit



- Create external web page or mobile application to centralize tools and resources for **all** to access
- Encourage the use of platforms outside the network to collaborate (e.g. GCCollab, GoogleDocs, Slack, Microsoft Teams, etc.)
- Utilize social media to exchange (e.g. Facebook, WhatsApp, Youtube, Twitter, etc.)
- Implement forum for employees' questions and sharing of best practices (e.g. Slido)

- Promote existing mental health tools through our communication channels
- Equipping employees with quick tips and tricks on how to stay healthy while working virtually (e.g. ergonomics, taking health breaks, etc.)
- Ensure easy access to self-care and informal conflict resolution services (e.g. EAP, OICM, etc.)
- Emphasize notion of community and social responsibility

*"Surviving this crisis will take a shift in mindset, and that's tougher than we think [...]. This is the ultimate reminder that we are inextricably connected with each other." - Brené Brown*