

COVID-19 was a beta test; now you have to make a decision.

What happens next for your **place and space**?

Leadership teams need to reflect on what's been learned and determine how to align for what is to come. Evolving your mindsets, group dynamics, and organizational factors as we better understand the post-COVID-19 realities requires leaders to stay aligned to a consistent vision of how to work together.

It's time to answer 3 questions:

- > How will you go forward – by pushing to go back to pre-COVID ways of working or by optimizing what the workplace can be?
- > How will you effectively invest dollars, set expectations with colleagues and customers, and align leaders to deliver in an evolving work environment?
- > What are the individual mindsets and group dynamics that need to change to be successful in evolving your work environment?

The evolution of normal: Let's re-imagine together

In 45 days, we help you and your team candidly assess and clearly state your direction, develop a plan for people and places, clearly communicate, and align your leaders and colleagues to whatever direction is right for you.

**“I have clarity on
where we are going
and we are aligned on
what we need to do.”**

– **Managing Shareholder**

Top 100 multi-disciplinary
accounting, tax, and advisory firm



How you work matters

The “butts in seats” approach to managing work has outlived its usefulness in most knowledge-based work environments. The evolution of normal is happening now – how you lead it matters for your future. You need to go beyond *organizational factors* and also pay attention to *individual mindsets* and *group dynamics* that need to change to create a new work paradigm.



Individual mindsets

Group dynamics

Organizational factors

Three influencers drive the evolution of how people work together.

Learn and adapt now

The notion of a 8-5 / Monday to Friday in-office work experience is outdated and deserves to be retired for many of today’s workers. While there is an appropriate use for shared physical space, it no longer needs to be the default.

Individual mindsets, including assumptions and beliefs people have about working remotely, need to be challenged. Learning and adapting to new ways of working will be imperative for staying competitive and growing your talent in the future.

Manage work, lead people

The fast switch to virtual work has exposed an uncomfortable truth – many managers don’t fully trust employees they can’t see sitting at a desk. **Group dynamics** that build trusting relationships between colleagues and managers are crucial for adaptable work environments, but this requires a new commitment to managing the work while leading people who may not be physically present.

Data shows that knowledge workers are productive in a variety of environments but teams need to work differently to be effective. We dig in with you to uncover group dynamics that must evolve for a flexible and adaptable work environment to deliver successfully.

Don’t stop with physical infrastructure

Many companies are planning for physical safety and reconfiguring office spaces to accommodate distance and disinfection. That’s critically important as people start to share space again. It is also insufficient for taking full advantage of the incredible learnings from the COVID-19 response.

Now is the time to understand the **organizational factors** that will inhibit or enhance the next version of work that will emerge for your company. We help leaders answer questions about processes, guidelines, space, and technology to create an actionable plan for moving forward.

You can’t pretend that COVID-19 didn’t happen. There is no un-ringing of the bell.

REFLECT AND PROJECT

We conduct a rapid assessment of what’s been learned, help leaders make a clear decision about how to move forward, and then build into that direction.

RE-IMAGINE

You and your leaders have deeply conditioned beliefs about what it means to be “at work”. We work with you to re-imagine what is possible.

Evaluating impact: The 4Cs

We use 4Cs to assess the impact change has on critical elements of your business. As the workplace evolves, think about the impact (low to high) changes will have on each of the 4Cs. Our work with clients digs deep to fully understand each area:

CUSTOMER

External and internal customer impacts

Does the direction we are going create the perception of a positive or negative impact? Can our customers learn or maintain new ways of interacting and working with us?

LOW HIGH

COLLEAGUES

Ways of working for all employees

How do we build an environment where colleagues can safely and productively contribute and grow?

LOW HIGH

CULTURE

How we connect, share, and build together

What have we learned about what’s important to our culture and how we connect, share, and grow together?

LOW HIGH

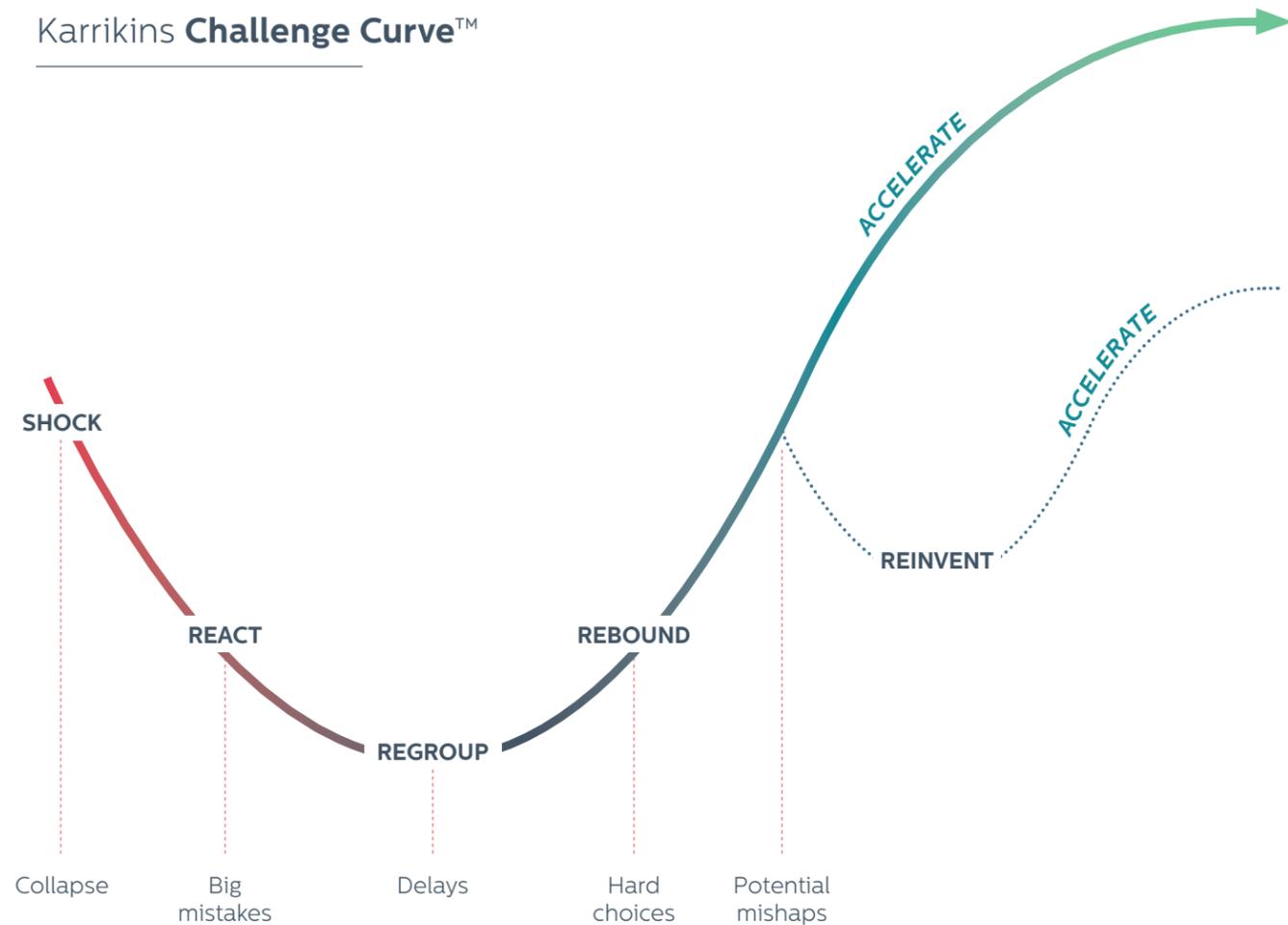
COMPANY

Company purpose, values, leadership, and strategies

Are we leaning to the future or holding onto the past as a company? Do we trust our people in a new environment?

LOW HIGH

Karrikins **Challenge Curve™**



**“After working with Karrikins Group,
my Executive Team has seen fantastic results.
It’s improved us as a company to no end.”**

– **President and COO**
Global real estate development firm

Our approach and timing

- Project launch
- Quantitative survey(s)
- Interviews and ideation
- Core team co-creations
- Synthesis and report readout

	1-14 DAYS	15-45 DAYS
Project launch	Starts at Day 1, ends at Day 14	
Quantitative survey(s)	Starts at Day 7, ends at Day 14	
Interviews and ideation	Starts at Day 7, ends at Day 21	
Core team co-creations		Starts at Day 15, ends at Day 30
Synthesis and report readout		Starts at Day 35, ends at Day 45

Key outcomes

In 45 days, the leadership team will have an aligned plan for how to evolve the company’s approach to work both in shared places and virtual spaces. This includes *mindsets, group dynamics, and organizational factors* that need to change to create new outcomes.

Specifically, your leadership team will have:

- > Executive leadership alignment on direction and desired end state
- > An understanding of the individual mindsets and group dynamics that need to shift
- > A plan for moving forward in the near-term with a clear long-term direction
- > Defined investments and changes to ways of working to support the desired evolution

How we do it with you

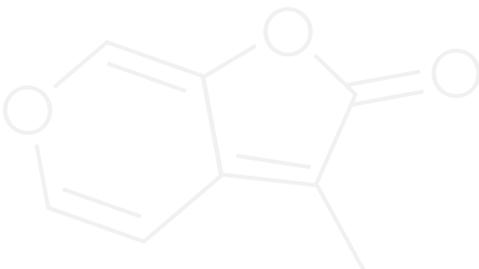
- > In partnership with a core team from your organization (2-5 people)
- > Data collection through survey instruments for colleagues and customers
- > Insight gathering through internal interviews and small group sessions
- > Co-creation sessions with your senior leaders to set direction
- > Working sessions with a core team to synthesize inputs and make recommendations
- > 45 days from start to finish – faster if your schedules permit!

We are Karrikins. We're world-class facilitators, cultural changemakers, behavioral scientists, and experience creators, but above all, we're people looking to make a lasting and positive impact. With decades of diverse experience in helping companies set ambitious strategies and act on them, our leaders guide our collective impact and enable transformative growth for leaders and teams.

Our impact around the globe has been in good company.



Let's re-imagine together... say hello@karrikinsgroup.com



Karrikin (n): a group of compounds found in the smoke of burning plants that stimulates seed germination and catalyzes growth.