

## The New Normal

Due to a variety of serious health, social, and economic conditions, companies have suddenly been forced to hit a pause button and identify the new normal. These circumstances have challenged companies to re-engineer their workforce, identify new talents, and address the impact on a company's culture.

Let's also consider that furloughed employees are not sitting idle waiting for their careers to re-boot. Many are looking for alternative opportunities that align with their skills, interests, and lifestyles.



Both corporations and employees have been too comfortable in their routines, goals, objectives, and interests, and now we are at a tipping-point. The good news is that we are positioned to re-evaluate our future and engage our new and furloughed employees in an enhanced workforce experience and culture.

With good counsel from HR professionals, companies have an opportunity to impact employee engagement by addressing the workplace environment by:

- Focusing on leadership skills for supervisors and managers.
- Building a re-tooled onboarding process that includes and re-energizes furloughed employees.
- Implementing an internal communication strategy.
- Creating team and social opportunities for employees to connect.

These transitional times are the new normal creating ripe opportunities for HR consultants.

Visiam currently offers the following free assessments to capture the insights of employees as a fundamental resource to impact performance and the employee experience.

Employee Assessments - Performance issues within all organizations are common, but can be overcome with a systematic process that identifies performance opportunities, positions your credibility, and motivates your client to support the new normal.

Supervisor Assessments - Selecting and developing supervisors is a universal need in the marketplace and consultants must be able to identify where a supervisor's natural interactions and communication dramatically influences their effectiveness.

Soft-Skills Assessments - Assessment results must translate into actionable information, and focus on the interpersonal skills that will impact the employee engagement environment and culture of an organization.

Assessments or surveys that capture the insights of employees and supervisors are a fundamental resource to measure the employee experience and their impact on organizational performance.