



WIG

The Whitehall & Industry Group
connecting the sectors



'People' Series

The Future of the Workplace

Expert Insight

We were joined by Leslie Benson, Global Head of People & Change at FTI Consulting and Robin Colman, Senior Vice President, Strategy and Transformation at Software AG to discuss the impact that COVID-19 has had on the traditional workplace and what effect this will have in shaping the future of work. They touched upon points including:

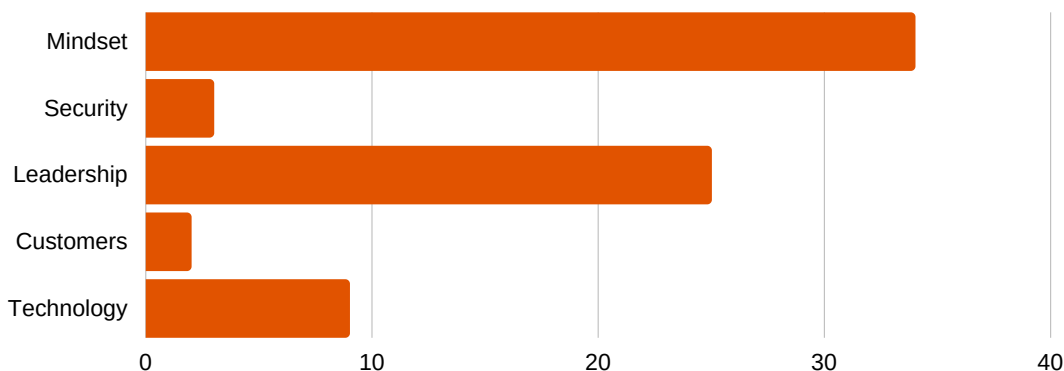
- The workplace should not include only the physical environment, there also needs to be an adaptation of the wider environment, this includes: organisational culture, capability development, leadership, your customers and market, and the employee experience.
- Simplifying and prioritising technologies in this new working environment is key in maintaining engagement and collaboration.
- Retaining flexibility is something that is very important, along with taking into consideration people's living and work situations- there needs to be an empathetic side of what you are asking your team to do.
- Ultimately, there is a mindset and behavioural shift that will be required as we shift towards a longer-term change in the way that we work.



Cross-sector Opinion

Over 100 attendees from the breadth of our cross-sector membership listened in, we asked them:

What do you think will be the greatest barrier in moving to adopting new ways of working?



Our members' questions

Our members raised some challenging questions to be answered, some of the big issues raised included:

- Ways for organisations to facilitate "water cooler conversations" to help maintain wider organisational interaction
- How to ensure that managers can still operate and lead effectively without the opportunity for physical supervision
- Potential alternatives, such as more local office hubs as a substitute to help reduce commuting
- Managing "burn out" for leaders that feel that they need to stay in touch with their team members remotely
- The effect of this on people's living situations, especially younger people

WIG members can listen to Leslie's and Robin's presentation [here](#)

To see our full programme of webinars, visit www.wig.co.uk