

COVID-19: A guide for HR and leaders in the times of ambiguity

The Coronavirus disease (COVID-19) pandemic has led to massive changes in how organisations operate. The current scenario is unprecedented and it is only natural for organisations to adapt to the changing paradigm.

Here's how you can HALT and proactively modify your people strategy



Transition from 'work-life balance' to 'work-life integration'

Help team members successfully merge work responsibilities along with personal, day-to-day tasks.



Stand true to your values

Think again about what you would want the firm to be known for. Reaffirm the organisational values through words and actions.



Establish short-term goals

Drive stability by shifting focus from annual to short-term or quarterly goals. Allow for revisions as new market realities come to light.



Identify mission-critical work

Set out key focus areas to help teams prioritise and allocate resources appropriately.



Decentralise authority to empower rapid response

Instate cross-functional, agile teams to cater to mission-critical work.



Move to outcome-based performance management

Adapt your goal-setting process to move from effort-based to outcome-based metrics that evaluates results better.



Alter rewards to keep up motivation

Introduce non-cash rewards and benefits that have limited financial impact. Adapt existing performance incentives to align with revised short-term goals.



Upskill and reskill

Identify skill gaps in your workforce basis current needs and future opportunities. Focus on developing capabilities through digital learning.



Look inwards for success stories

Identify teams that are running successfully despite the crisis and inculcate their best practices throughout the workforce.

As we navigate through this crisis, uncertainty reigns true for all. Leaders have the crucial responsibility to mitigate the negative impact it brings and emerge stronger than before. The only way now to get ahead is to get started.

Grant Thornton's Organisation Effectiveness team enables clients to achieve excellence in executing strategy through people and teams. Let our OE experts help you navigate your people decisions in times of change.

[Click here to download the Grant Thornton Halt-Plan-Refresh guide](#)



For more insights on the COVID-19 crisis, scan this barcode to see continuous updates on our website