

Veolia Managers

What you can do as a people leader to keep your team productive, and well.



Be very clear with your team how and when you expect them to communicate and check in.



Be mindful of challenges people may have. As an employer you're still responsible for their mental and physical well-being when they are at home.



Some people end up putting in MORE hours and working harder when they're at home. Monitor this. Don't let people burn out.

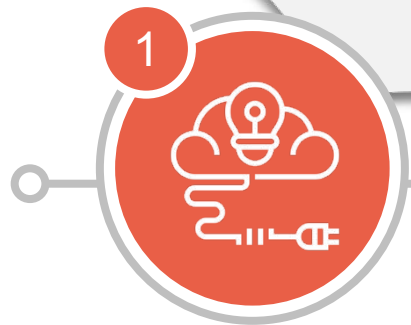


Let your team know they're doing a good job. Tell them you appreciate their adaptability and hard work.



Check in PERSONALLY with your direct reports and ensure they cascade this to their teams too. Not just about work – check in on their personal situation too.

Can any good come from this? Perhaps. Think about opportunities.



CREATIVITY

You could get some amazing and creative ideas from your team while they're working remotely.



PRODUCTIVITY

Less meetings and distractions, Lots of focussed work will get done. Work will be prioritised. We'll focus more on what matters.



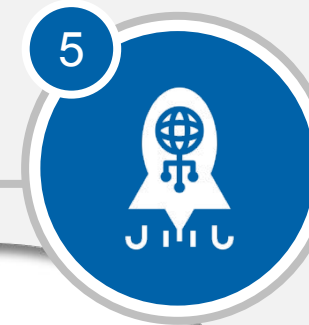
SELF LEADERSHIP

Team members will need to self-manage and self motivate. Some will really step up! Encourage them to do so.



LESS TRAVEL

Some people may get 2-hours a day back without travelling. Less stress - more work for some!



REHEARSAL

This is a rehearsal for the future of work. It could change us forever.



TECHNOLOGY

Those with less appetite for technology will have to get to grips with it. It's what G Suite is made for!