

Preparing for a post-Covid workplace

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The Covid-19 pandemic has caused a number of disruptions that have consequently led to increased levels of anxiety across several industries. Entrepreneurs have had to make extremely difficult decisions that affect the functionality of their businesses.



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The National Department of Health projected that more than 60% of South Africans will get the coronavirus disease and 20% will be severely affected. This is raising concerns for many employees on the unrecognisable life we now call the 'new normal'.

A time where physical human contact is a dreaded scenario no matter the basis. Without a doubt, Covid-19 has taught us many valuable lessons, including the power of evolution as businesses are gearing up to roll out their digital strategies, which have now been a crucial must-have in an organisational plan and structure. Those failing to adapt are pushing their luck.

So what does life post the Covid-19 pandemic look like, more especially in the work place? A definite shift in work culture from the set-up, to easing employees' stress and converting it into inspiration. Those businesses that can need to engage in a dialogue with their employees about allowing the norm for choice in working from home as opposed to coming into the office on a daily basis.

When the workplace culture is healthy, it prohibits the decline in the quality of work produced by the employees. Perhaps home offices and home-work stations are one of the changes that will come with the Covid-19 pandemic that is widely seen as the uncomfortable catalyst that the world needs for transformation.

Post-pandemic we see many employees looking for organisational culture that allows for flexibility and customisation as the fear of close working proximity will still be a concern. It is an opportunity for employers to invest in employee wellness to prompt productivity, creativity and an honest assessment on business offerings, consumers and goals to be achieved.

And while these changes require allocation of budgets towards such challenges faced, the Covid-19 pandemic suggests that in such times of heightened anxiety and uncertainty, organisations need to plan ahead and not sacrifice the well-being of the workforce.

Additionally in a recent article by the World Health Organisation UN Secretary-General Antonio Guterres, stressed the cumulative impact of stress, grief, and anxiety he further adds, "Unless we act now to address the mental health needs associated with the pandemic, there will be enormous long-term consequences for families, communities and societies."

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