



Returning to the Great Unknown

From 'Out of Office' to back in the office - What to know now that you're bringing your team back to work

MY TEAM IS BACK IN THE OFFICE. NOW WHAT?

One year ago, international chatter began to surface that a new virus would potentially impact many of our daily lives. Such scenarios had been considered before. Ultimately, we were unprepared for the reality of COVID-19.

When we “return” to a new normal, things will not be as you remember, the space is the same, but you are different. Working from the kitchen table with a pet curled at your feet has left an impression on your psyche that cannot be dismissed quite so easily as walking through the door. This is the great challenge, facilitating those positive and productive reactions, while re-cultivating the office culture, which is desperately missed.

Design and Real Estate Professionals are tasked daily with anticipating the future needs of any Client, to provide appropriate futureproof solutions in any variety of potential scenarios. Just as the rest of the world has had to adapt to the realities of today's world, so has the SHYFT Collective Team. Spread across multiple states in 3 different time zones, collaboration software was the linchpin that enabled the pivot to remote working and maintaining the highest level of service to our many clients.

Over time, it became obvious that no degree of technology could adequately substitute for intrapersonal culture, which is so vital to the success of any organization. As we collectively look at our necessary return-to-work plan, the potential variables stack up, seemingly insurmountable at first; but with deliberate planning, goalsetting, ideation and execution, anything is achievable.



Success is born from a cycle of analysis, planning, execution, leadership, adaptation, and re-analysis. The key factor is the anticipation of small failures and adapting to the ever-changing conditions. No plan survives implementation 100% intact - it takes leadership to overcome those unseen hurdles and to adapt and continue toward the eventual goal...and beyond.

Beginning with deliberate analysis between interior and exterior perspectives will present a more comprehensive model than internal teams can picture. Often, preexisting patterns, points of view and behavioral patterns will create blind spots, hindering the development of a clear picture.

The analysis informs goals, priorities and eventually become the building blocks of a plan.

As we wrestle with the monumental tasks at hand - building for an uncertain future - we remember the mantra to carry us forward: “Flexibility and adaptability are the path in an uncertain future, know that you will be wrong, do not let it dissuade you from pushing forward into the pitch of an unlit path.”

While most companies have begun to ask, “What is our return-to-work plan?”, we would propose to start an analysis and ask the vital, challenging questions first, then begin to formulate a plan for 30 days, 60 days, 90 days ahead. If you have not asked these questions as a company, does a return-to-work plan project your future or reflect the past?

What are the cornerstones of our culture? Who are we?

How efficient are we as a remote working team?

What functions do the spaces provided at the communal office serve and are they consistent with our vision of the future for the company?

Who do we want to be as an internal culture?

We must be profitable to succeed, how do all these variables fit together with our short term and long-term development and growth plans, which portions do we implement first?

A Better Way To a Better Space

SHYFT Collective looks forward to facing those challenges alongside our clients, building a brighter future for us all. Want to learn more about how SHYFT Collective can help your organization and team return to the great unknown with confidence? **Email us at info@shyftcollective.com or call us at 515.809.1509.**

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