



“Role of HR in Times of Crisis”

SIVAKUMAR PALANIAPPAN

Founder Director, Thinkfluence Global

**It's time to re-imagine the
“new normal”**

New Words We Added to the Dictionary in March 2020

Social Distancing

Contact Tracing

Self Quarantine

Patient Zero

Community Spread

Super Spreader



Our offices are going to be empty for long

Remote work will be a permanent feature for more organizations.



What happens when you Work From Home?



WFH - Expectation

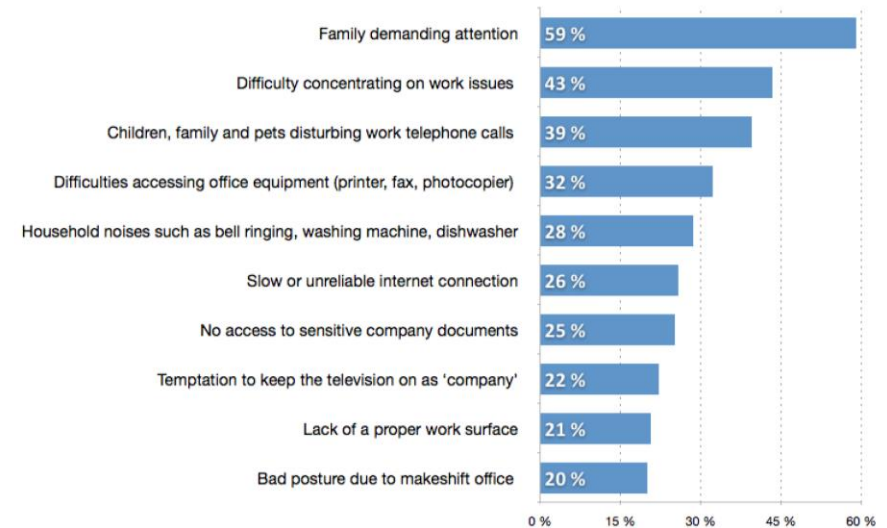


Reality

The Top Distractions with - Work From Home

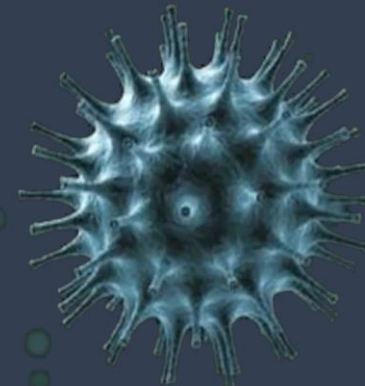
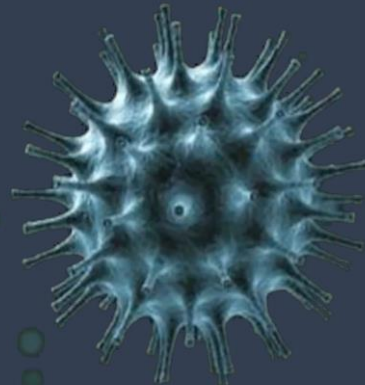
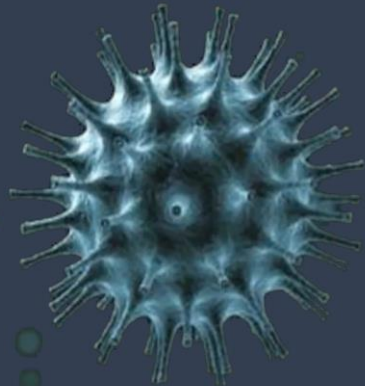
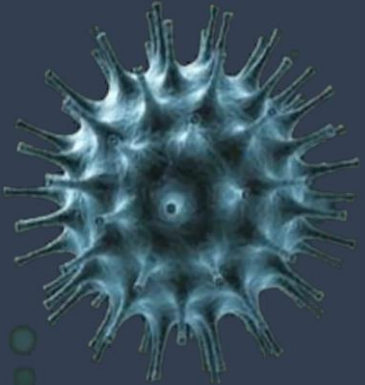
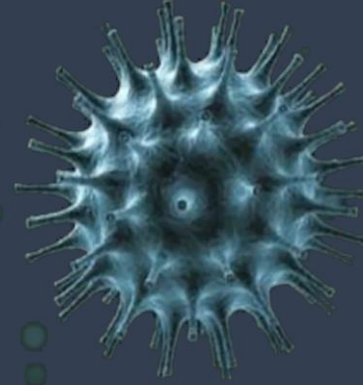
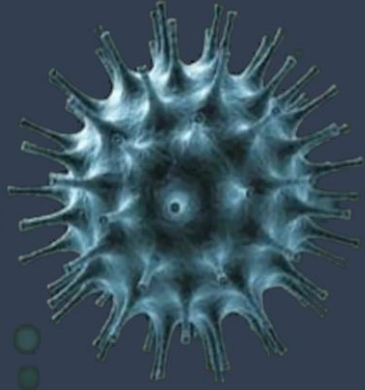
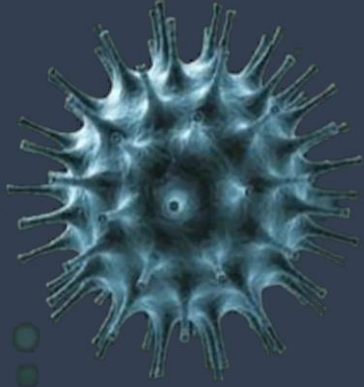
- Family demanding attention
- Children and pets disturbing during office calls and meetings
- Difficulty in concentrating on the work
- Lack of office infrastructure and facilities
- Household noises and disturbances
- Slow internet connections
- Lack of proper working space
- Television and other social media

Top 10 Distractions when working from home



Source: Regus, Mindmetre

CORONA VIRUS

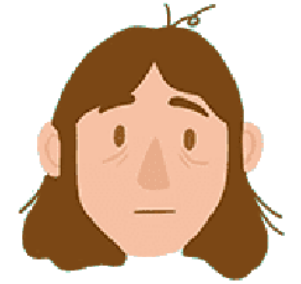




**Excessive anxiety
and worry**



Fatigue



Restlessness



Difficulty sleeping



Irritability

Role of HR in Times of Crisis



**Human Resources is
the front line of
employers' response
to COVID-19 crisis.**





Promoting
Dialogue,
Communication
and Connection.



Reinforcing the
work objectives,
timelines and
deliveries.



Sensing the employees needs and supporting them.



Building a
sense of hope,
trust and
possibility.



Increasing the
focus, clarity and
frequency of
communication.



How long this journey is going to be...?

Three possible endgame are...

Option 1: All the countries simultaneously brings down the virus under control and eliminate it.



Option 2: Virus does it's havoc on the world and leaves behind a disaster.



Option 3: We play the quarantine game until a vaccine can be produced in large scale.



**Coronavirus
will cause
'Unprecedented
Shock' to Global
Economy**





It could take three years **(till 2023)** for the US and Eurozone economies to recover from COVID-19

The hardest hit sectors may not see restart until 2021

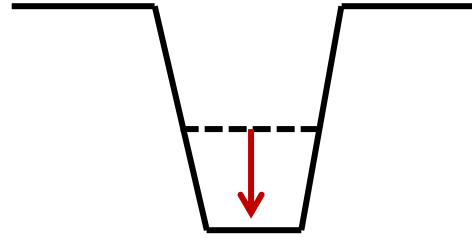
- Commercial Aerospace
- Air & Travel
- Insurance
- Oil and gas
- Automotive
- Apparel/Fashion/Luxury

What will happen to our business...?

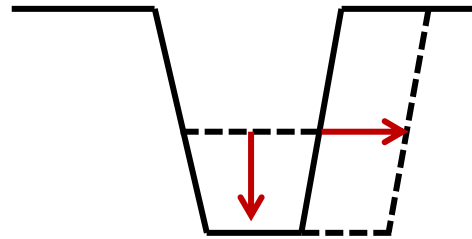
**None of our BCPs will work 100%,
as this is completely a new
situation to be handled**

Business Leaders should look for in coming weeks and months

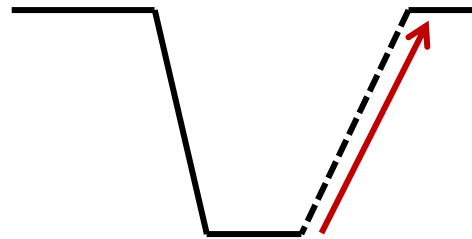
Depth of Recession



Length of Recession



Shape of Recovery



As of 25th March
it's going to be
recession, it
could also end
up becoming a
depression

3 Things Business Leaders should be focusing now

Respond to Crisis

Keep the Business Floating

**Forward Thinking Strategies for
Short and Medium Term**

**HR Leaders will have even
more significant role
to play now**

Building smaller, cross-functional teams with clear roles and responsibilities

Building effective teams in a distributed, online environment

Nurturing culture and engaging the dispersed work from home employees

**Increasing productivity and
result-oriented performance
management on all levels**

**Strong networks, systems
tools, security standards
and IT practices**

**Difficult conversations on
layoffs, salary reduction, no
increments, no benefits etc**

**Higher focus on employee
wellness, especially mental
health in the short term**

HR leaders need to be **guiding,**
advising and **supporting** in
making the right
“people & business”
focused decisions.



**The COVID-19 is not permanent. This will go away.
The economy will rebound. Our business will bounce back.**

**As a HR Professional, build your
ability to “keep your cool” in
critical situations.**

Thank You

A person wearing a light blue and white striped business shirt and a blue tie is holding a white rectangular sign. The sign has the text "TIME FOR QUESTIONS" written in a bold, dark blue, sans-serif font. The person's hands are visible at the top and bottom edges of the sign. The background is a plain, light blue color.

**TIME FOR
QUESTIONS**

**Any best practices?
Please share.**

Thank You.

Wish You All The Very Best 🌟 😊 😊

www.sivaspeaks.com

siva@sivaspeaks.com | +91 9600 924 929

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