CBK Advising

Reboarding in the Workplace:

What Leaders & Workers Need to Know

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2020 has provided many challenges for professionals and organizations across the world, but not all the changes that have occurred are negative.

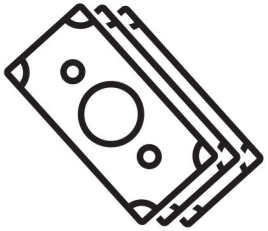
On the contrary, many businesses have realized that remote work is a viable option for their teams, are now focusing on employee engagement, and have found new meaning in their work. **Those who embrace the changes coming their way will be the ones to conquer the marketplace and lead the new world of work.**

Make sure your organization is one of those leaders by mastering the reboarding process! **Reboarding is the process of employees entering and re-engaging in the workplace.** Your teams might be fully back in-person, they might be hybrid, or they might be fully remote. No matter your situation, you can be better prepared for this process by remembering the three Rs of reboarding.

1 Reconsider Your Culture

Half of employees would sacrifice their salary, as much as 29% of it, to work a job they enjoy.

– KFORCE



More than half of employees were willing to go to a competing firm in search of a better culture, and 48% said they'd consider working a 60 hour week in exchange for a better culture.

– SPEAKAP

Your workplace is undergoing an extreme change right now, but that doesn't have to be a bad thing.

People are looking for stability, normalcy, and support in their lives, wherever it is available. If you make your workplace a foundation of your company values, your employees will appreciate that effort and return it to you in their work.

Take this reboarding period as an opportunity to correct any core issues within your organization. Did your team struggle with miscommunication in the past? Is your company culture and vision not fully realized? Do you wish you could level up your leadership pipeline within your own team? **Now is your fresh start.** Take this time to listen to your team, establish an open dialogue about changes and improvements, and then — make those changes!

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2 Reconnect Your Organization

Survey respondents cited the top five office weaknesses as poor communication/ feedback, employee retention, staff diversity/inclusion, lack of transparency, and health and safety. The top three factors respondents said they value are trust, passion and mentorship.

– HR DIVE

Employees said managerial support was the most important aspect of company culture.

– THE EXECUSEARCH GROUP

Communication needs to be a top priority right now. Does your team have a way to contact everyone in your company? Are you providing opportunities for town hall style meetings to allow everyone to float new ideas, voice frustrations, and connect with each other?

Connecting doesn't have to be in-person! Increase team meetings and one on one calls between direct reports to make sure everyone feels supported. Offer skip levels as well; these meetings connect workers with their bosses' boss and allow for transparency and accountability. Just offering the opportunity for a skip level can increase trust in your team.

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3 Re-Engage Your Team

In May 2020, employee engagement polled at 38%, the highest it's been nationally in 20 years.

– GALLUP

Large-scale events like pandemics and recessions don't generally alter macro-level employee engagement — how organizations respond to the crisis affects engagement more.

– GALLUP

That statistic above might appear shocking initially; after all, how can employment rise when the same survey shows that overall wellness is decreasing? There are a few reasons; there were less people employed at the time of the survey, there has been an improved employer response, and the fact that those polled are just grateful to have a job.

That doesn't mean your organization can take advantage of employees' fear of joblessness to slack off in this difficult time. It does, however, mean that your organization is perfectly positioned to make unforseen progress, even during a global crisis.

Your team is desperate to connect! **Use this opportunity to invest in them while internally building your talent pipeline.** Develop your team through the use of personality assessments, coaching, and mentoring.

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How to Reboard **Better than Ever**

More likely than not, the reboarding process has already begun in your organization. What happens next is up to you. **Will you take this time as an opportunity to improve your organization beyond anything you could have dreamed of?** Or will you be reactionary to the future ahead? It's up to you to decide!

Make your choice wisely.

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How We Can Help You

CBK Advising

CBK Advising helps businesses maximize their productivity and success by developing an engaged corporate culture.

Utilizing scientific assessments and world-class coaching, we work with your leaders and their teams to help them develop their intrisic potential. We focus on enriching their Emotional Intelligence, their understanding of observable behaviors, and how to incorporate each person's driving forces for increased engagement and job satisfaction.

Contact us today to learn more about how to get your team reconnected, re-engaged, and reboarded!

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