



## Things you can do for your People now

It is simply amazing to experience the degree of change that has taken place in a short time frame, the impact it has had on our lives and the way we do businesses across the planet. Who would have believed the size, scale and speed was possible and more importantly that it would become necessary as a result of a virus. Over one third of the population on the planet are operating in the most extreme circumstances of our lifetimes and the list of restrictions are lengthy.

So, in the meantime enough about what you can't do ... lets look at what you can do for yourself, your team and your business.



Top 10 people related things you CAN DO;

### 1. Check in with your team/friends/colleagues

It doesn't really matter how you do it, what matters is you do it!

We are spoilt for choice - video call, phone call, messaging apps, etc.. and can you imagine the joy of receiving a handwritten letter. More importantly, please don't limit who you check in with – don't forget your clients, customers, suppliers, your business network and perhaps other local businesses.

### 2. Encourage them to check in with each other

Infect everyone around you with positivity by encouraging them to check in with as many people as possible. Pay particular attention to less obvious clients, team members or neighbouring businesses who may get missed.

The purpose of the phone call can simply be to just check in and keep in touch.

### 3. Find a problem and work on solving it together

Give people a reason to focus on something positive, like solving a problem. It can be work related or not, just give them a reason to work together.

### 4. Share your good ideas and thoughts

Inspire people and help keep them positive, they will remember it!

## 5. Start planning for a return to normality

The situation we find ourselves in will come to an end - be ready for it and don't get caught out. Planning for the future during times of hardship is a great way to help people cope with the challenges they face.

## 6. Learn something new

It can be a new way of working, discover new information or carry out research on a subject that has you curious and you never had the time before now. Read a book, watch the how-to video online, the options are endless in our digital world.

## 7. Take some time for yourself

Stop, rest and get yourself ready for an exciting future. This is both a physical and mental preparation across your personal, professional and business world.

## 8. Start planning to take advantage of the many new business opportunities that will arise post crisis

Even in the current trying circumstances there are businesses benefitting from the situation and this will be the case as we return to normality.

Post the crisis our world will be different, so how will opportunity present to your business? Have your people spend time gameplaying this so you recognise the opportunity and are ready to take advantage of the situation.

## 9. Make someone's day

Make the time to do that positive thing for someone else you just never got around to.

## 10. Whatever you do ... add value, be positive, give people a reason to remember you for the right reasons

Your personal, professional and business brand is being forged right now. What you are doing is what people will remember!

Based in Clane, HR and learning and development consultancy Sunflower HR support the people agenda in your business. *"Bringing experienced people problem solvers to your business when you need it"* is why I set up the business - John Gorman is owner and Director.

