



# Key challenges for HR leaders in return to work plans

Sharing best practices



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# In today's session we'll cover

- Key challenges HR leaders will encounter and how to address them
- What priority areas to focus on
- How to minimise impact to employee wellbeing
- Help you navigate return to work and workplace strategies

Questions



Feedback



**Lucy Fox**

VP OpenSensors



# Guest speakers



**Sue Warman**

VP People at AICPA & CIMA

With 25 years experience in HR Leadership and Executive roles, with a strong track record for driving positive change with a focus on identifying real issues and working with leaders to create successful and compelling organisations.



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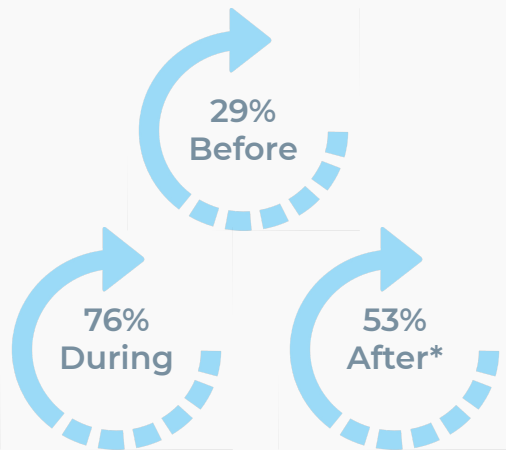
**Emma Dutton**

Leadership Development Expert and Coach at Leopard LDL

Emma has a proven track record for initiating and delivering complex change programmes across multi-national organisations, having worked within IT and Telecommunications industries as an HR professional for more than 20 years.

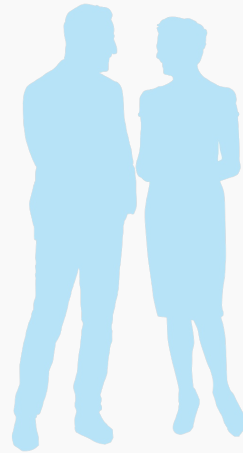


# How have opinions surrounding work changed over the course of the pandemic, and why?



Remote work patterns

\*Gartner Employee Survey  
2020



Employee  
expectations



Labour market

# Will changes in the way we work change the shape of our workforces?

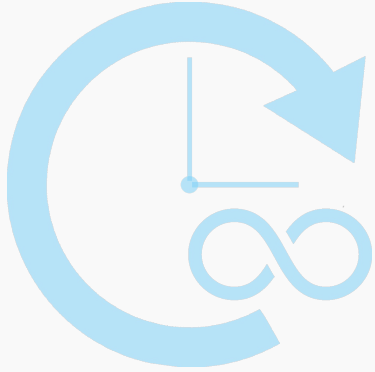


Skills vs. Roles



Workforce model

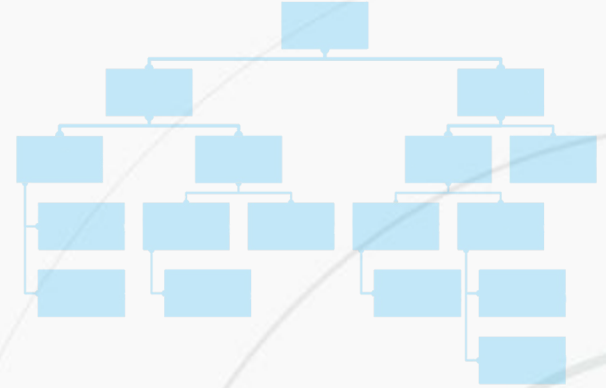
# What steps can organisations take to support changing work patterns?



Hybrid working

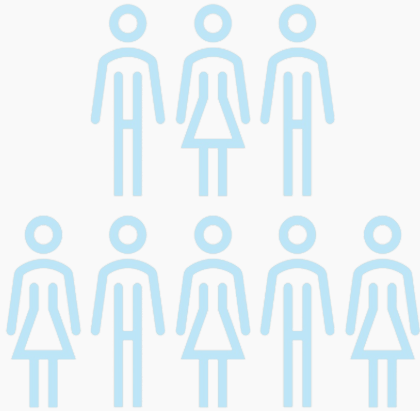


Technology

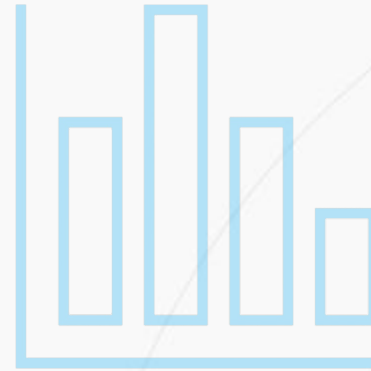


Organisational complexity

# Where should teams start when planning change?



Cross functional groups  
of decision makers

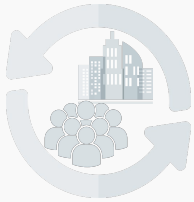


Employee sentiment

# Key takeaways

## WHAT

Create a hybrid environment



To enable employees to choose how, when and where they work and widen the talent pool available as geographical restraints are lifted

## HOW

Leverage workplace data



Such as employee feedback and utilisation data to ensure the workplace remains fit for purpose as it evolves

## WHO

Involve all key stakeholders



When creating a hybrid working environment as it is vital in supporting employee safety and minimising business strain

## ENABLEMENT

Invest in workplace technology



To make it easy for employees to manage their time in the office as well as support key teams to efficiently manage space capacity



# Q&As



**Sue Warman**

sue.warman@aicpa-cima.com  
+44 7881 289 876



**Emma Dutton**

emma@leopard-ldl.co.uk  
+44 7870 645 934



**Lucy Fox**

lucy@opensensors.com  
+44 (0)20 3868 4376

