

**ELEVEN
RE-ENTRY
WINS**

Leaders are searching for answers on re-entry and how to position the company and set up the employees for immediate and long-term success. There will be endless tips on health and well-being for your employees. Health and safety are givens and your priority. After the safety and health priorities, it is a new world. Enter it with open eyes and see the opportunity ahead. **You have a chance to create, reimagine, mold, and create an intentional future. Here are 11 Re-Entry Wins!**

1. **Space work.** Fix your spaces to ensure separation.
2. **Spread the work day.** Schedule your people over a longer workday.
3. **Keep it clean.** Provide sanitizer, cleaning supplies, masks and clear expectations.
4. **Kindergarten reentry.** Ease them back in slowly and cleanly – start them back on a Wednesday to ease them in before asking them to work a full week.
5. **Remote Team Meetings.** You're back together, but keep the meetings remote and separate.
6. **Reorientation.** Treat every employee like a new employee. On-board and reorient them starting before they return. Make their first day special and welcoming and then, keep it going, just like you would a new employee – that is essentially what they are.
7. **Change the people.** Give them reason to believe and want to change to align with your desired culture. Connect every leadership action and every employee to your values and recommit to driving them throughout the organization. Create meaning for your culture to make it sticky.
8. **Positivity.** Embrace the science of positivity and lead with it. This is a way to lead, connect and drive the bottom line. Our research shows that positivity is inspiration, mindfulness, optimism, happiness and gratitude. Remember, as you evaluate each area daily, one score can be lower, but that does not mean you are not positive. Positivity is the most powerful, proven connector of your ideas, your people and your desired future state.
9. **Celebrate the victories.** Go out of your way to recognize performance (performance, culture or other wins) and celebrate individually, in small teams and company-wide.
10. **Mindful matters.** Insert mindfulness exercises and learning to inject balance in the day and work. Meditation changes the brain and the “fight or flight” mechanism which limits mistakes and accidents. This is a science and an easy, low cost way to provide your workforce a lasting health benefit.
11. **Hold the workforce accountable.** Set expectations and be intentional about more frequent updates and reviews to ensure success. Help your employees win by asking questions and remember to never ask them “why”? Ask them to share, to tell you, to explain – it is all about connecting with them and helping them achieve the expectations you have set for them.



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