

Master class:

The Future of HR

The dawn of teleworking – Company incentives and tools for promoting effective teleworking

Sylvia Zachariah
World Class Consultant

Dates 21 – 22 – 23 – 24 February 2022

From 09:00 to 12:45

Distance e-learning (ZOOM.US)

Language – English

About the Master class

Teleworking is a challenge for traditional managers, **often misunderstood** and therefore not implemented, despite obvious advantages. **New ways of working;** thinking and expectations are shaping the world of work, in specific post-pandemic. As professionals are looking at **new ways to meet the challenges** of the 21st Century new ideas and practices are emerging.

This may be just the time for HRM to explore **new and different ways** to improve how organizations approach **the tricky subjects of making sure everybody contributes to the maximum of their capability and ability. Retaining and attracting talent, reducing cost; increasing efficiency and staying competitive** are all at the forefront of management thinking. **The benefits of teleworking – i.e., non-office-based staff** cannot be underestimated, but this approach also harbors challenges for the employer, HR and the employee

Aims of the Master class

During this seminar we will look at new ways of tackling old and new problems that need new approaches such as:

- Identifying what makes teleworking different from conventional working and the impact this has on: **work design; pay and incentives; objective setting** (performance measure and management) and **organizational culture**
- Various **different approaches** from the **traditional to the highly innovative**
- **Examples of how** world-class organizations of all sizes are re-engineering their approach
- **Different generations** - different expectations and perceptions
- Opportunities for re-engineering your compensation outlook
- **Understanding the psychology** of work
- Traditional workforce vs. hybrid model
- The role of **leaders and managers** in a teleworking environment
- Help HR to become a powerful player in creating a more successful organization
- How can we “pivot” help shape the Culture of the company for success

Programme Structure

Part 1 – TRAINING SEMINAR 21 – 22 – 23 -24 February 2022 – Via ZOOM.US

Part 2 – SITE VISIT

The company of each person who attends the Seminar is expected to subscribe to a half-day session of 4 hours, in the second stage of the program. The instructor will visit each company and spend time working with those who attended the Seminar, and, where appropriate, with their senior colleagues.



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Benefits of Attending

HR and Management Professionals will walk away from this seminar with the necessary tools to:

- Evaluate how the latest thinking in HR may help revitalize company's approach to create a different and more adaptable workplace
- Define how **pay and compensation is fair, transparent** and **supports** consistent productivity amongst a teleworking group of employees
- Identify and categorize how to set outcome -based goals and objectives that ensure a transparent reward/remuneration approach
- Compose and compare a repertoire of incentives that recognize and motivate teleworking employees
- Define and apply knowledge to educate managers about their role and responsibility in this process
- Apply knowledge that allows HR to make a business case for teleworking and to address the fears management may have
- Be able to compare and contrast established practices and new approaches working out the pros and cons for your organization based on what world-class organizations are doing
- Walk away from this seminar with tools and techniques for immediate results



Who Should Attend?

Directors, Human Resource Managers/ Officers, Senior Managers, Finance Managers and other managers who have responsibilities for managing, rewarding, training and developing staff and/or have an involvement in shaping HR strategy

Issues to be Addressed

- The rise of teleworking and what is causing this - **Has the Pandemic changed us?**
- **Pros and Cons of Employee Incentive Programs**
- Different Personality Types and how this knowledge can be used to ensure effective incentives to support teleworking
- Developing a **Strategic Reward and Incentive Scheme**
- **What should be recognized and why** - Group Exercise: Developing a strategy-based approach
- Then and now – how incentives are changing
- **Essential tools to make for effective teleworking**
- Ensuring fairness and transparency
- The rise of the individual vs the need for a team
- Work and job design that allows effective incentives and rewards for teleworkers
- Establishing what your employees expect from work; the workplace and employers
- Teleworking and what this means for delivering motivational line management
- The Virtual Team Leader and Manager – characteristics, personality, style
- Why managers prefer 'present' staff and how to help overcome these fears
- Creating a motivational vision for your teleworking employees
- How to ensure social inclusion in a hybrid environment
- **Tools and platforms supporting incentives;** rewards Piloting incentive schemes



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Programme Leader

Sylvia Zachariah - World Class Consultant

A successful consultant, practitioner and Investors in People Assessor. Throughout her professional life, she gained practical and academic insights, which now conveys to audiences in a way that enthuses and empowers them to want to implement better approaches. Her Investors In People work provides direct and indirect consultancy support. She has worked with a wide range of organizations across all sectors, which has taught her a great deal about how to do things well and what excellence should look like



In previous work she gained practical experience as Operations Manager, HR Manager and Director. She lived and worked in many countries including the USA / Singapore / India / Lebanon / Thailand and Spain, she has gained an excellent understanding of cultural differences and that "one size – does not fit all", which is invaluable when sharing knowledge and experience. She approaches her training and hands-on support in a pragmatic way – using academic knowledge, but contextualizing it in a practical way so that business and individuals can actually apply this knowledge to the benefit of their organization.

Her seminars are aimed at providing tangible benefits, stimulus, knowledge and challenge, to encourage people to strive for continuous improvement

ZERO Cost Master Class

The training program approved, by the Human Resource Development Authority (HRDA), as a vital importance seminar and is fully subsidized to eligible organizations that meet the HRDA criteria.

The Masterclass is addressed only to OEB's members.

APPLICATION FORM

SURNAME / NAME

POSITION

I.D. NO

Mob. Phone NO

1. _____

2. _____

3. _____

COMPANY / ORGANISATION

Company's Name: _____ Social Insurance No: _____

Contact Person _____ e-mail _____

Address: _____ Post Code: _____

P.O.Box: _____ Post Code: _____ District: _____

Tel.: _____ Fax: _____ No. of Employees: _____



