

Covid Legacy Learning

Applying the lessons of today for a safer tomorrow

EEA Health and Safety Workshop #3

12 November 2020



Lessons from our leaders during Covid-19 (2)



Watch later



Share

What's the one thing you've learnt from leading through this crisis that you want to hold on to?



“

It is stupid to try to predict the future in order to control the future....

*The strategy needs to be one of **capacity** not of **probability**.*

”

Lessons worth learning

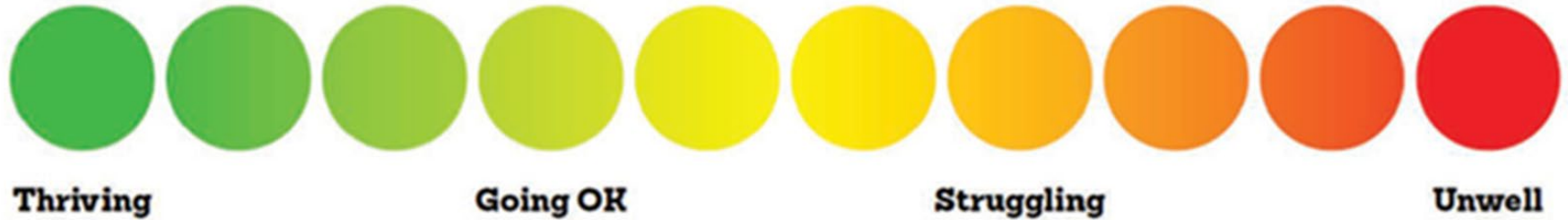
1. **Relationships are a concrete asset with bottom line benefit**
2. **Resilience and capability sit at all levels of your organisation**
3. **Care and protection is a strategy not a programme**

Relationships = high quality connections

1. **Design** for connection – structure, work design, supply chain models
2. **Capacity** for connection – time, people, technology
3. **Capability** for connection – culture, age, skill

What is wellbeing?

Wellbeing is an individual's ongoing state which enables a person to thrive or not.



It is universal, subjective, dynamic and holistic.

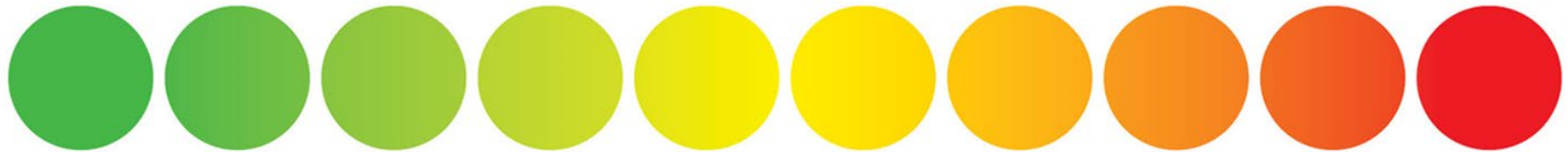
Wellbeing and work

Not all work is equal.

Good Work

Decent Work

Toxic Work



Thriving

Going OK

Struggling

Unwell

OBLIGATIONS

Use these approaches to prevent harm

PROTECT

Identify risks to mental health and wellbeing. Eliminate or minimise at source where practicable.

SUPPORT

Provide access to appropriate workplace and clinical support.

OPPORTUNITIES

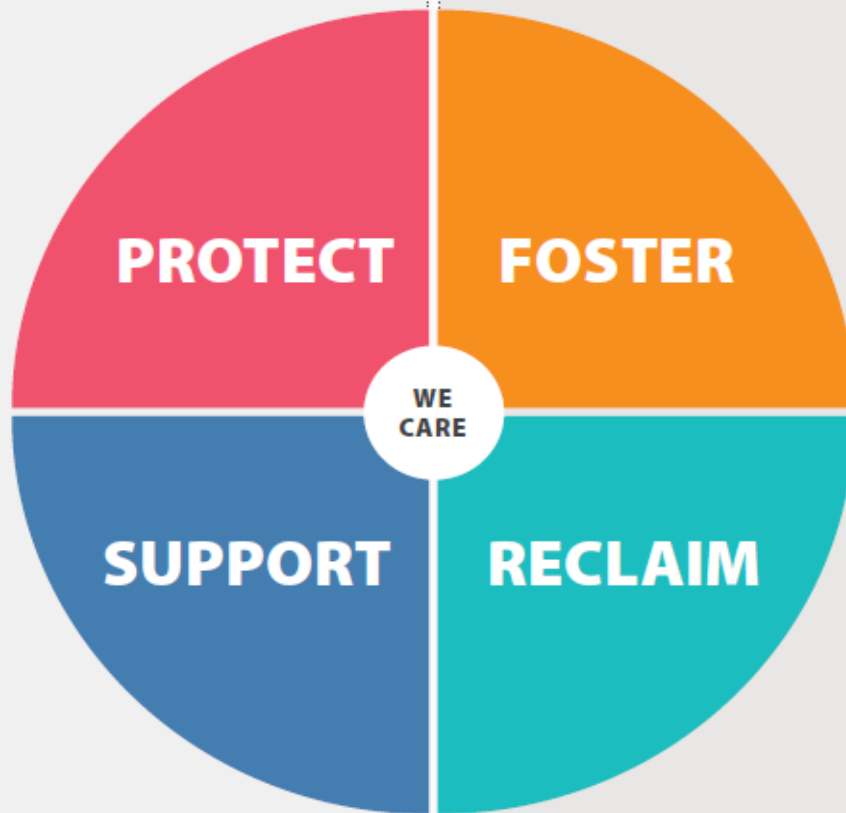
Use these approaches to help people thrive

FOSTER

Develop the mental health and wellbeing of individuals and teams.

RECLAIM

Restore the mental health and wellbeing of individuals and teams.





How can we leverage these lessons to improve the safety and wellbeing of people in our sector?

Legacy learning challenge

***What** have you learned about the capacity of your business over the last 10 months?*

- where did people love having “management” out of the way?
- where was management needed but missing?

***How** do you learn in your organisation?*

- what makes learning hard? What makes learning go better?
- where does more effort go - understanding the problem or “fixing things”?
- How diverse are the information sources you learn from?

***How much** of the mental well-being “field” are you playing?*