# Invest in People & Teams



www.hse.ie/changeguide

6/12

#### Making sense of rapid, emergent change - Covid-19

Delivering good change practices is critical right now to benefit from the rapid pace of change and innovation in response to Covid-19. Disruption is a positive force for change that needs personal and team agility to make sense of it. Covid-19 is part of our on-going reality. Working together to give effect to a just and resilient recovery is a shared responsibility.

Key to recovery and renewal is how we:

### **Invest in People & Teams**

(pgs 25-26 Change Guide)

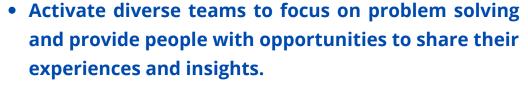
- Recognise teams as the core unit of service delivery.
- Build on the collective resilience and creativity of Reflect the team to adjust, adapt and respond.
- Prioritise staff health and wellbeing caring for those that care for others, acknowledge the impact of change in practices for staff.
- Demonstrate respect for how services were delivered and blend this with the 'new' learning on what can be improved.

Recover

Renew

#### **Adapt & Act**

- Tap into recent rapid adaption and new practices at team level and agree what has worked well and can be sustained.
- Intensify supports to individuals and intact teams building on the collective strength of shared learning and pride in what has been achieved to date.

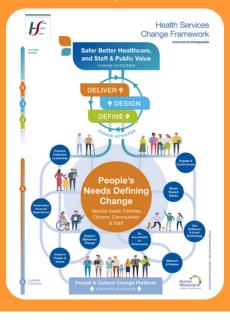


- Focus on the skills and workforce required to reform services - agree creative ways to deploy staff to high-need areas.
- Increase the emphasis on enabling staff to be become more digitally fluent to keep up with the pace of change.





Clickable links (Best used on Laptop/PC)



## Tips & tools to help



**Model for Effective Team Working** 

**Personal Readiness for Change** 

**Team Diagnostic** 

Additional resources: pgs 216-219

Access "Team Reflection Guidance" click here

## **HSE Covid-19 supports for staff**

Please visit: workwell.ie

HSE Employee Assistance Call Line: **0818 327 327** Covid-19 training courses & support: **HSELanD.ie** HSE HR National Coaching Service: Click here





