



IN THE AGE OF
DISTRIBUTED
WORKFORCES,
UNFOLD CAN HELP YOU
*REIMAGINE & BUILD A
SUSTAINABLE FUTURE*

Your business can thrive again! Whether your workforce is completely working from home, or dispersed between office and home, Unfold has expertise that can help you build a winning culture that is engaged, healthy, motivated and productive. Our solutions can be delivered virtually or in a physical space, keeping safety measures in mind.

YOU NEED AN AGILE TEAM THAT'S FUTURE-READY AND PREPARED FOR ANY UNFORSEEN CHALLENGES

Managers don't know how to effectively engage and work with teams in a blended virtual reality?

People feel anxious with the negativity & stress of the current times & looking for solutions to stay healthy & positive?

How secure is data & compliances when confidential work is delivered from locations outside the office?

Working parents struggle to stay focused on work when their kids are also at home or with dependent parents?

Leaders are trying to unlock and manage the dual realities of working from home and office.

HR team is wondering how to define measures, assess performance & provide relevant coaching for managing careers in this new & flexible work environment?

Young employees are feeling over worked and bored without a social life or at times without family support?

A NEW CRISIS CAN HAPPEN ANYTIME. IS YOUR TEAM READY?



UNFOLD LAUNCHES A UNIQUE AND INTEGRATED 5-E APPROACH TOWARDS MANAGING TEAMS DURING A PANDEMIC



The 5-E approach addresses challenges through relevant solutions and building capability for organizations/leaders, managers and the self. It is both integrated and modular and can be implemented based on the priorities of an organization in the following ways:

1. Assessment / advisory
2. Capability building / learning
3. Interventions
4. Toolkits – approaches, processes & documentation
5. Policies

EVOLVING THE SELF



How do you be the change you wish to see? With remote working and social distancing, it's imperative for each person to stay calm, motivate him or herself daily, and have a productive work day.

1. Demystify and cope with negative emotions better by uncovering the thought patterns beneath them.
2. Learn to create 'psychological proximity' with colleagues during social distancing.
3. Manage stress and anxiety during uncertain times, through healthy habits for a positive mind and body.
4. Manage career growth in a post-pandemic world and invest in building new skills.
5. Learn how to build support networks to manage work and life.



EXPERIENTIAL
LEARNING / PEER
COACHING PROGRAM
THAT IS RELEVANT FOR
ALL AGE GROUPS AND
EXPERIENCE LEVELS

ENGAGING EVERYONE



How do you create a winning culture? Customize your approach by talent segment and address all aspects of digital engagement – be it within the office or at home, and the dynamics between teams and leadership.

1. Create two-way digital communication channels - with no agenda - to increase trust and openness.
2. Build an alternative workforce strategy or flexible work models (gig workforce / part time / job share).
3. Recognize and address diverse vulnerable groups who are impacted.
4. Maintain the link between employee and employer brand through games and activities.
5. Start physical wellness programs as a means to addressing to mental wellness.
6. Identify and engage intrapreneurs to help keep the company successful.
7. Assess engagement with a combination of relevant tools.



ACTIVITIES BASED ON
THE CULTURAL
DRIVERS LINKED TO
THE ORGANIZATION'S
PRIORITY

ENABLING TEAMS



How do we move from mere managing to coaching our people for better results in these times? Managers have a larger role to play in communicating, being inclusive leaders and understanding each person's new reality. There is a greater need for role modeling the right behaviors to inspire people.

1. Learn how to positively communicate with teams by reading non verbal cues beyond the spoken language.
2. Identify opportunities to creatively engage and bring out the best.
3. Build emotional competence for trusted and authentic work-based relationships.
4. Coach & counsel team members. Develop coaching skills for understanding life and career drivers of individuals.



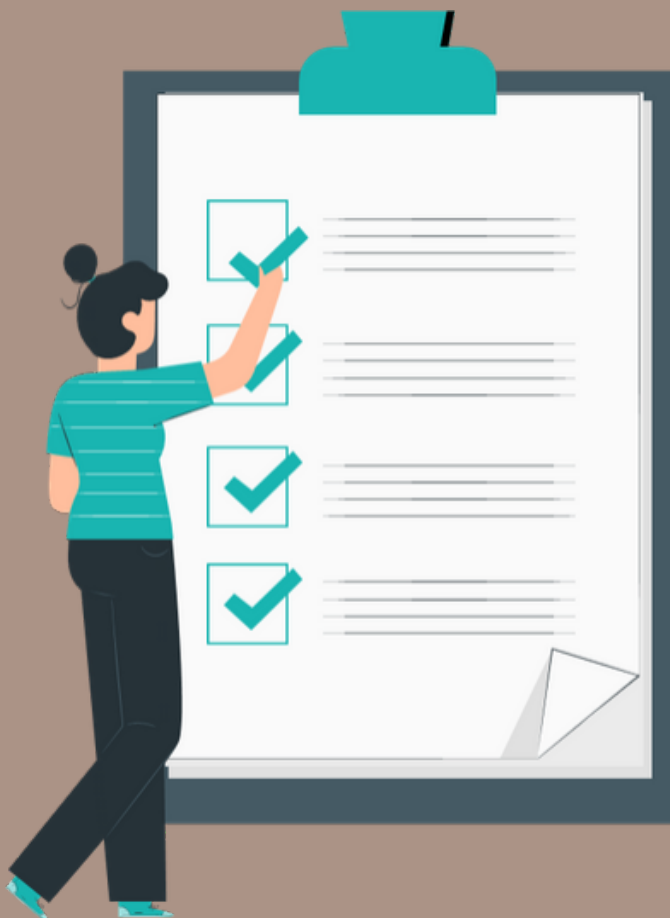
SKILL BUILDING,
MANAGER
DEVELOPMENT AND
COACHING PROGRAMS

EXCELLING ALWAYS



What are the new paradigms for assessing employees and giving unbiased feedback? Develop a framework that works for your company's set up and accounts for the new ways of working.

1. Learn how to reset expectations for individuals and teams, in order to reduce stress and promote collaboration.
2. Introduce choice-based systems (where employees take on as much work as they choose, given their new realities, and get rewarded accordingly).
3. Learn to conduct digital performance management without alienating people.
4. Set up digital performance improvement plans.



FRAMEWORKS,
MODELS AND
APPROACHES

ENFORCING IT ALL



Design new policies for the new model of work, primarily focusing on how remote working can become an effective strategy for managing diverse talent pools.

1. Guidelines for supporting alternate working models (gig workforce / part time / job share).
2. Create guidelines for managing confidentiality issues and conflict of interest.
3. Overhaul the approach to people operations in the age of social distancing.
4. Keep up with sensitive areas like POSH, workplace ethics and how to manage it for a remote workforce.





UNFOLD, A BOUTIQUE HR CONSULTING FIRM

Unfold acts as a cultural change catalyst. We help people with learning and change. With deep expertise in organizational development and change management, we help clients create cultures that are Inclusive, Intrapreneurial, and Future Ready.

Quick facts about Unfold:

- Established in 2014 in Bangalore
- 100+ years of collective experience of the Unfold Team across industries
- 7500+ people covered through interventions
- Pioneering knowledge, based on primary research and initiatives in the areas of intrapreneurship, generational diversity and second innings for the silver generation
- Thought leadership through extensive engagement with industry forums and platforms such as CII, NASSCOM, PMI
- Transformative outcomes for individuals and organizations
- 93% average client satisfaction rate



unfold

HELPING PEOPLE AND COMPANIES EVOLVE

STRATEGY

High Performance Culture Behaviour

Race

EXPERIENCES

Perspectives

Age

Thinking Style

Gender

Ideation

Engagement

JOB LEVEL

Digital & Mobile

Automation

Language

Leadership

SKILLS

Physical Abilities

Career

ASSESSMENT

Change Management

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