



Lead • Thrive • Inspire

Leading the Post Pandemic WorkLife

The Post-pandemic Workplace Wellbeing Model

EngageFull

- Work/Life Balance 2.0
- Hybrid Culture
- Purpose & Meaning

Psychological

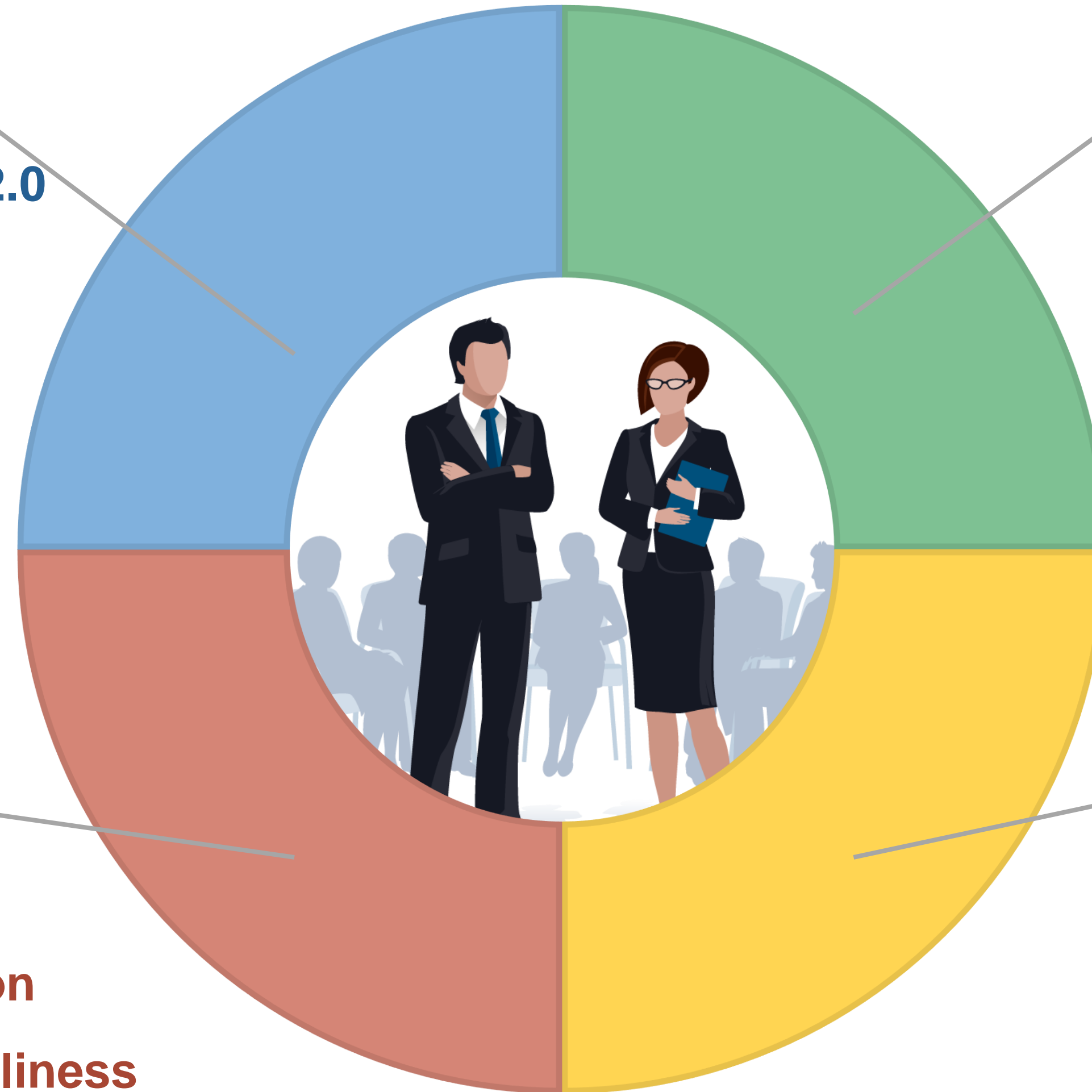
- Resilience at Work
- Psychological Safety
- Emotional Load

Social

- Belonging
- Diversity & Inclusion
- Connection & Loneliness

Physical

- Exercise
- Nutrition
- Sleep



Covid-19 has changed the workplace

The Covid-19 pandemic has caused major disruptions in the business world, changing the way we think, feel and work.

Financially

During Covid total working hour losses were roughly **four times greater** than during the Great Recession in 2009, with Income loss of \$3.7 trillion or 4.4% of global GDP*

Source: * International Labour Organization (2021).
** World Happiness Report 2021

Emotionally

- 62% of employees report losing at least one hour of work each day due to stress*.
- 200% raise in the level of loneliness reported in 2021 (and 400% for ages 18-25)**
- 41% of adults reporting anxiety and/or depressive disorder (compared to 11% in 2019) ***

Source: * Ginger, April 2020
** Loneliness in the EU. Insights report – 2021 vs.2016
*** Data for 2019 (NHIS); Data for 2021 (Household Pulse Survey)

Professionally

- Employee engagement suffered a 10% hit*
- 40% of the employees are currently at least “**somewhat likely**” to leave their current job in the next 3-6 months**
- **36%** of the employees who already quit did so without a another job lined up**

Source: * Gallup report 2021
** McKinsey Quarterly Report - Sep 8,2021



Which employees were most affected?



1 in 3 **working mothers** said that they would consider downshifting their careers or dropping out of the workforce entirely*, and only **41% of mothers** (vs. 71% of fathers) had positive affect of remote working on well-being**

(Single mothers, mothers of young children, and mothers of colour were even more severely affected)



37% of new hires experienced significant problems creating a connection and learning the culture during the pandemic***



The share of **young adults** aged 18-25 who reported feeling lonely almost quadrupled and **single adults** experienced an increase in the prevalence of loneliness of more than 22% points (vs. 9% of adults with a partner)****

* Women in the Workplace, McKinsey - Sep 27, 2021
** Covid-19 and the employee experience, McKinsey – Jun 29, 2020
*** The New World of Work, Workable survey
**** Loneliness in the EU JRC SCIENCE FOR POLICY REPORT

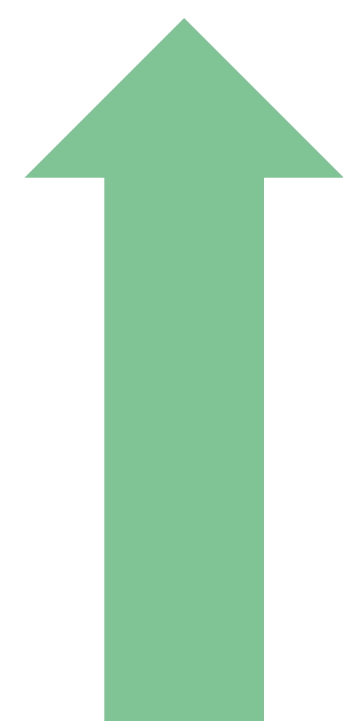


The future of the workplace

What do employees actually want?

As part of the global pandemic employees' *needs and drivers* have changed. To retain and attract the *best people* leaders and organizations need to adapt.

While employers want higher engagement, employees are more focused on wellbeing*



Needs on the rise at work*:

- Feeling energized
- Belonging
- Purpose
- Support from manager
- Work flexibility



Needs tapering off at work**:

- Achievement
- Learning
- Pay

Sources

* indeed.com, survey of 5.5 million employees

** Forrester Analysis, 2021



About LTI - Inspiring Leadership Development

LTI specializes in supporting teams and organizations in leadership growth and transformation **in the aftermath of Covid-19**, focusing on **organizational and employee wellbeing** as means for higher performance and engagement.

Our activities include*:



Leadership Workshops and Group Coaching



Keynote Lectures



One-on-One Coaching

* All activities are tailor-made depending on the specific client's needs.
Each activity can be presented as a half/full-day workshop, lecture, and/or one-on-one coaching sessions





Resilience and Coping with stress in life and at work

The science of thriving in the wake of Covid-19

Resilience is the ability to withstand and bounce back quickly despite significant adversity. Yet, in the wake of covid-19, as the world goes through a rapid transition phase, this is not an easy task.

Many people are currently experiencing **uncertainty, anxiety, and a lack of control** and clear direction in life and at work. However, this period, when observed with an open and creative mindset, may offer us a multitude of new possibilities that could be explored and developed.

In order to be able to **truly take advantage of this period**, there is an urgent need to *first* create a space for exploring and acknowledging that which is happening inside us in the present and *then* use that deeper understanding and newfound energy to bounce forward even higher than we were before.

In our workshop, we will explore the two different phases of resilience and gain evidence-based tools with which we can help ourselves and our teams **cope with stress and anxiety and regain a sense of control** through an active-creative mindset.





Belonging in the Workplace

Diversity, Inclusion, Trust, and Wellbeing in the aftermath of Covid-19

Belonging is a fundamental human need that extends to the workplace. It is a critical factor in individual, team, and organizational performance.

A 2019 pre-Covid research found that **belonging is highly correlated with engagement and wellbeing** such that people who feel a higher sense of belonging show:

- 56% higher performance
- 50% lower risk of turnover
- Take 75% fewer sick days off and,
- are 167% more likely to recommend and promote their workplace to others.

However, in the aftermath of Covid-19, the upsurge of hybrid work and the increase of reports on loneliness (especially for young adults), **1 in 4 employees report feeling excluded at work.** Working mothers are most affected, with 33% of working mothers currently considering downshifting their careers or leaving their jobs altogether.

In our workshop, we will experience our basic need for Belonging in the Workplace and its impact on performance, connectedness and trust. We will learn why Diversity and Inclusion are not enough to combat loneliness, and how even short micro-exclusion incidents can have a major and immediate impact on our performance.

Finally, we will gain five simple, evidence-based, intervention tools, that we can all start using today, to foster a culture of belonging in the workplace.





From hybrid work to a Hybrid Culture

What's next in the post-pandemic WorkLife

The shift to a hybrid world of work has significantly impacted our workplaces, increasing from 5% work at home pre-Covid to over 60% today, with many companies allowing or even demanding more and more hours of work from home.

Hybrid work has the benefit of flexibility, reduced carbon footprint, cost optimization, and increased productivity, to name a few, and has become a magnet in many industries for employee attraction and retention.

While a growing body of research points towards a highly hybrid post-pandemic working environment, it is crucial to consider some of its more subtle drawbacks to both teams and organizations, for example, the lack of equal opportunities due to diminished access to resources such as peer support, mentoring, and hardware, but also less tangible resources such as promotion, salary raises, and involvement in key projects. Other important drawbacks include increased loneliness, additional strain on working mothers, and decreased cultural solidarity to name but a few.

In our workshop, we will take a peek behind the scenes into extensive research on the good, the bad, and the ugly of hybrid workplaces to get to know the pitfalls to be avoided and precautions to be taken. We will also learn how to institute Hybrid Cultures, and experience the three distinct conversations required to define the needs of the employees, the teams, and the organizations in order to craft the best Hybrid Culture for your team.





WorkLife Balance 2.0

Leading the post-pandemic period with Engaged Living

Are you working from home or living at work?

A multitude of studies over the years have shown the hazards of not adhering to a healthy work-life balance. However, recent research continues to indicate that organizations today still have a very long way to go.

In the wake of Covid-19, when the boundaries have blurred to such an extent where **it is hard to ascertain if one is currently “at work” or “at home”**, surveys show that employees are putting in extra hours while taking less time off, even when they feel unwell.

The problem, when trying to strike a balance between work and life is that **the concept itself is flawed**. Rather than concentrating on an imaginary work vs. life balance, there is a need to focus on the energy and engagement we bring into all aspects of our life --our **Engaged Living**.

In our workshop, we will explore the various research and survey findings of work-life balance in the aftermath of Covid-19, and using **five basic principles**, will chart our own path to forming an **Engaged Living culture** in our organization, team and home, thus creating a work and personal environment focused around wellbeing that is not merely engaging and sustainable but also more efficient and productive.





Yaron Spektor



Yaron Spektor is a Keynote speaker, Group Facilitator, and Executive Coach specializing in leading and supporting High performance and Organizational Wellbeing.

Yaron is a certified Group Facilitator, holds an INSEAD coaching certificate (ICC), and an INSEAD degree in Executive Master's in Consulting and Coaching for Change (EMC).

He is best known for blending his scientific and theoretical knowledge with practical executive experience to help leaders become focused, effective, and developed personally and professionally. With his clear insight and calm demeanor, Yaron helps career professionals connect to and bring out their best possible selves.

Yaron graduated with his B.Sc. And M.Sc. Cum Laude in IT at the Technion Institute of Technology, and worked as an IT Project Manager before making his career transition to become a Facilitator, Coach, and Mentor.

He initiates and organizes annual Fundraising conferences called "Making a Difference", hosting talks and interviews from more than 30 world-renowned mentors to over 9000 participants. Each conference raises donations for an organization with a social mission.

When Yaron is not busy teaching and coaching, you will find him practicing Yoga and Martial Arts, preparing for his next marathon, or enjoying time with his family playing board games and watching Marvel and Star Wars movies.

What do our clients say?

"To come so close together in such a short amount of time"

I invited Yaron for 2 online executive workshops on 'Resilience and Coping with Stress'. It turned out to be the best thing to ask for to help me and my team through these rough times. The workshop was both impactful and insightful with deep essential learnings, easily transferable and extremely helpful.

Yaron's calm way of guidance immediately won over my team, creating a warm and trustful atmosphere that allowed for openness and sharing while his questions were spot-on, and his analysis clear and balanced.

My team commented on how surprised they were to be able to come so close together in such a short amount of time, as we did not expect that from an online workshop.

Thanks, Yaron for a highly memorable and extraordinary team experience. W



Lars Rodefeld

Head of Small Molecules Technologies, **Bayer**



What do our clients say?

"The learnings gained from the sessions has been referenced so many times"

I invited Yaron for two workshop sessions for my team members. During these meetings my team members were able to share and find solutions for both personal and work-related issues they experienced during the pandemic period.

The topic and the way Yaron facilitated the workshop was very memorable and since then the learnings gained from the sessions has been referenced so many times.

I would highly recommend working with Yaron for his thorough understanding of people, his ability to apply and teach psychological concepts and his sharp insight into matters at hand.

For us, Yaron was able to make a difference, both personally for individuals, as well as for all the team.



Annette van Berge Henegouwen
Head of Finance Strategy, **NN group**




What do our clients say?

 **Manuela Werhand** • 1st
DV360 Media Lead at Google
2w • 🌐

Thank you so much Yaron! We enjoyed the workshop (and even the preparation) with you so much. Very inspiring and highly recommended!


...see more



 **Yaron Spektor**
Leading and inspiring organizations and entrepreneurs towards greater wellbei...
2w • 🌐

So much fun giving my workshop on **Resilience and coping with stress in life and at work** at **Google** last week!

...see more

Resilience and Organizational Wellbeing



 **Yaron Spektor, LTI** 



What do our clients say?

If you or your organization are struggling with change...

If you or your organization are struggling with change - either dealing with it as it happens, recovering from the aftermath of significant events or just looking for a chance to come closer together and build on existing strengths - this workshop helps provide a perspective of why change can be harder on some people or harder at different times, and how to assess where you are in the change cycle to enable a faster, more resilient recovery.

Additionally, you will learn options for identifying and overcoming learned behaviors that impede you from really overcoming the challenges of change.

The discussion of the model was extremely helpful, allowing me to consider historical situations that may be impacting today's attitude and status, and Yaron's facilitation skills which enabled him to patiently wait for participation and encouraging follow up dialog made the conversation much richer.

Erin Ahlers

Head of Analytical Sciences, **US at Bayer Corp Science**





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