

COVID-19: Pandemic Change Lessons Learnt for Life

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Change is inevitable. Change is also difficult and slow. Here are some lessons that the COVID-19 pandemic has taught us.

Abstract: *Emerging Pandemics show that humans are not infallible and communities need to be prepared. The world faces a severe and acute. Public Health Emergency due to the outgoing COVID-19 global pandemic. How individual countries respond in the coming weeks will be critical in influencing the trajectory of national epidemics. The COVID-19 outbreak raises unique ethical dilemmas because it makes demands on society from all sectors of life. Our world view, our reference of normally and approach towards making decisions and choices has changed forever. All around us, we can see for ourselves how us individuals, families and us organization are changing and adapting to survive. Surgically masks were once seen mostly in hospitals, but today they have entered our homes, our meeting rooms.*

Keywords: COVID-19, Change, Pandemic, Learnt.

1. Introduction

Reality hit us all Fast and Hard!

Starting with lockdown one in March, we are now moving towards lockdown 5th in the middle of June. It all began with a murmur and last of us struggled off the possibility of moving to work from home as a paranoia of sorts. That ‘this too shall pass’ even before we know it. In this short span of time, we find ourselves disarmed and combating an enemy. We have only just begun to understand. The pandemic is forcing us to transform quickly and making us think creatively in every aspects, the way we manage our talent, operations and business. These sorts of predicaments and the people that they effect are very different, while the lasting implications of the pandemic are yet to become apparent. Here outline some of the potential lessons and address its ethical dilemmas.

2. Limited Resources

This pandemic is a stark reminder of the divide that exists in countries without universal health care between those who effort healths care and those who cannot and may be forced into poverty as a result. Good hygiene practices such as effective hand washing and physical distancing are effective means to flatten the curve and reduce the economic burden.

Health equity is an ethical concept based on the principle of distributive justice. While an equal distribution of benefits and burdens may be considered fair. It may be fairer to give preference to groups that are more vulnerable.

3. Mental Health

“Recognition of mental health issues and wellness is finally taking a front seat”

We need to be aware that COVID-19 pandemics will have mental health consequences. Resources allocation decisions generate conflicts and mixed sentiments for both healthcare providers and the general public.

With lockdown the officers are coming back to life. Despite the challenges and fears haunting us will gradually learn to co-exist in common spaces and deal with anxieties. Organizations will have to support employees to cope by providing assistance programs for their mental well beings.

Digital Transformation:

The COVID-19 crisis is rapidly reshaping and forcing positive changes “What” and “How” of digital transformation agendas for the better.

There is a growing need to integrate the smart use of digital technologies to enhance the teaching learning experience.

Leadership role will play a crucial role to make digital transformation in education is effective in schools and colleges. Leaders need to adopt new working ways and approaches that involve use of innovative technology.

In times of COVID-19 our digital medical benefits and offerings have seen a higher adoption by employees. These are clear indicators that we are gearing towards hastening digital transformation.

Boundaryless Talent Lanscape

Forced “Work from Home” (WFH) has made working from anywhere and anytime widely accepted. It has broken many constraints and physical boundaries.

We are quickly learning that the presence of an entire workforce at one site (or) even a country for ensuring delivery is no longer necessary. This opens up a totally new dimension in acquiring talent, skill sets and planning succession.

Technology enablement and restricted mobility is changing scope of several roles in future jobs are getting redesigned to suit the new demands and constraints. It enables the much needed innovation and speed required in the wake of the pandemic.

Paranoid about Cost

The financial crisis has not just left millions of people but also large organizations vulnerable and financially insecure. It's a question of survival for many and quite a few are even inching towards bankruptcy. The lessons we are learning on spending and investments will go a long way.

- A frugal mindset and no frills will become far for the course.
- All investment will contribute to the top-line or the bottom line in the form of productivity, efficiency (or) cost optimization.
- A fine balance between where we spend and how its add to experience for our customers (or) employees will be sought.

Honesty Character and Stability Goes Long Way

Honesty and transparency will help organizations and leaders to tide over this crisis. The way we deal with supplies and employees during the crisis will establish credibility and character of the organizations, which in turn will be this difference between organizations respected and viewed as an employer of choice going forward.

Employees will survive you with their understanding loyalty support and resilience. Dignity respect fairness and honesty will build brands in the eyes of our talent.

Work from Home is making organizations focus investment toward improving their infrastructure instead of just continuing to expand their office spaces. Policies are being revised process are getting a complete overhaul.

4. Conclusion

“Your team is your only currency”

All through this crisis the only currency that will not fluctuate and be your strength is your own team. As true leaders are shaving the way to guide their teams, one should be open in sharing will them, nurturing them, understanding and working with them and co-creating the future with them. People will be the reason dieter that will keep you motivated and inspired to carry on and walk towards the light.

While the onset of COVID-19 pandemic may have come to us as a crisis and robbed us of the “old normal” it is no doubt also helping create newer opportunities to adapt and take the game to the next level. The choice is ours to make.

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