How the Future of Work will be like after COVID-19

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COVID-19 has forced around half of the world's population to be on lockdown and practice physical distancing in order to stop and contain the spread as this public health emergency has claimed thousands of lives. Many companies around the world are forced to implement various preventive measures on work arrangements such as staggered work hours and even working from home.

With these conditions in mind, we are expected to see these four (4) trends in the future of work after COVID-19:

1. Flexible work arrangements

Flexible work arrangements have been up and rising in the future of work. This is in addition to our government encouraging companies to take this up through the introduction of Work-Life Grant on flexi-load, flexi-place and flexi-time implementation. With the developments of COVID-19, this shift has accelerated as companies are required to implement several flexible work arrangements such as staggered working hours and working from home.

Through such arrangements, companies observe how employees can continue to work effectively while a larger number of employees also will begin to request for such flexible arrangements from their employers. As such, flexible work arrangements will shift from a company benefit into being an integral part of the role being hired for.



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2. Technology

In order to adapt to flexible work arrangements, companies have to leverage on technology to adapt to the new ways of working. In order to sustain productivity, companies have to embrace the following:

- Technological gadgets like laptops and mobile phones to support employees in completing their work more effectively.
- Communication platforms to facilitate ongoing discussions among employees as well as to customers.
- Cloud-based applications to enable employees to access to information related to their work in any location especially in the comfort of their own homes.

Employees are expected to embrace technology to keep up the momentum in changes towards work.

3. New Workplace Concepts

With companies expecting to embrace flexible work arrangements especially having employees working from home, this suggests that not all the workforce have to be in the same space. This means potential savings in renting a smaller office space, spending less on renovations and maintenance.

Companies should also consider designing the office space to facilitate good communication between employees working from home and in office. This also includes setting up meeting rooms with video conferencing tools.

4. Innovative and engaged culture

With lessons learnt through COVID-19, companies need to learn that they need to embrace uncertainty by having an innovative and engaged culture to better manage crisis. Given the tendency to become distant to employees as they are away in their homes and lack of face-time, companies should reach out to employees to communicate emotionally and show genuine concern to their well-being such as through virtual coffee chats that do not discuss about work. A more engaged workforce can in turn discuss effectively with one another to derive creative solutions and adaptability towards changes in the work environment.

The adoption of these future work practices and trends have expedited with the occurrence of COVID-19. Companies have to evaluate their approaches to work to brace themselves in potential uncertainties and changes to come in the future in order to sustain their businesses.

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