



The Crisis Planner

The Changing Workscape 2020 and Beyond

Bring out those hazy crazy lazy days of Summer. July is here. Things sure look different this year. Don't they?

Reopening has not gone as smoothly as we had hoped as COVID-19 cases are increasing in many parts of the country. Some states have paused or rolled back on opening some types of businesses.



Things cannot go back to where they were before because we are not the same as we were.

As things are more open than they have been in months. Businesses, schools, politicians, sports, and you and I are trying to figure out what the Workscape of the second half of 2020 and beyond will look like.

Many of us have been working at home and are still doing so. How long will it be before we return to the office? Will we ever return to the office? How long will it be before there are large live events? How long before business travel returns? How many jobs will be lost forever?

Will we ever return to normal?

Even before COVID-19, business and work were changing. There had been a slow progression to working from home, flex timing, job sharing and even on-line meetings.

COVID-19 accelerated the process by forcing things to change overnight.

Those overnight changes were filled with challenges as companies scrambled to provide tools for workers to work from home that were secure.

Thank goodness for the amazing technology we have today. We were able to have meetings and see each other remotely on Zoom, Skype, Facetime, Microsoft meetings, Facebook, and many other platforms. We have high speed internet, text, e-mail, instant messenger and our phones. Security challenges were revealed and quickly addressed. I can't help but wonder what other security risks are yet to appear.

In the best of times losing one's job is never easy.

With the profound impact of the COVID-19 pandemic, it is leading many to question whether their job will ever come back. If it will come back, when will it happen? Only time will tell.

Things are opening around the country. Even Disneyworld is set to open mid-month. The question is will people actually come and use the services as they open.

Call me a cautious optimist. I believe they will.

The same challenges that existed in the workplace still exist on the other side of the pandemic. They have been accelerated and effect more people because there are more people looking for work.

Younger workers may have an advantage as they seem to be less susceptible to the most severe outcomes with COVID-19. That being said, they are not immune and they can be carriers. They may return to work sooner as they are less fearful than their older counterparts.



They are also tech savvy and could be more resilient in trying new things as they may not be as established in their career. They also may have fewer obligations as many are unmarried and still living at home with their parents.

There are also many opportunities for entry level jobs for these workers as older workers retire or leave the marketplace. Opportunities in tech heavy industries continue to have unprecedented growth and there are many new tech opportunities that have come out of the pandemic.

For the blue-collar worker there will be new opportunities in rebuilding infrastructure, trades, security, transportation, delivery and manufacturing.



For the mid-career white-collar worker, they may be faced with changing roles in their business or industry. They may spend more time working from home, less time traveling, use more technology, and ultimately work more efficiently.

They are under significant pressure to earn salaries that can support their family and home. Their job is essential to supporting their family. If both spouses work, both salaries are essential. Their resilience in being able to evolve with the changing Workscape will be essential to their career evolution.

Those that are business owners are facing challenges of business survival as new rules of operation are put in place following the pandemic and in locations destroyed by the recent rioting.

Limits on occupancy, seating requirements, sanitation, and other protections may make their previous business model unworkable. They will have to be creative, flexible and resilient in working within the guidelines that seem to be changing daily.

Money to invest in the new infrastructure to support new guidelines may be scarce especially following several months of closure where rent and bills went unpaid.

Some businesses may never reopen. Many will evolve to serve customers in new ways post pandemic. This can be an exciting time to see how we all evolve.

For the older worker things can initially look bleak. Before the pandemic many were facing the possibility of losing their job. They were being downsized, outsourced and excised from the workforce.

They were facing career extinction as once dynamic careers ceased to exist replaced by technology or evolving into something completely different.



They were hoping to hang on to their job until retirement.

They really didn't want to change jobs now. They know they are either overqualified, require a salary that is too high or lack the tech skills that many new jobs require today.

They fear getting called into HR for "the talk". The talk that is an invitation to early retirement. While this is far better than the proverbial pink-slip, an invitation to early retirement usually comes with a severance package that can take away some of the sting.

I was invited to retire shortly after my 60th birthday. It was classic carrot and stick. If you stay, we will make you miserable and you will be forced to leave in six-months, or you can take the package. The package they offered was generous as I had been with them for 22 years. I had intended to stay until 65 but knew I would be okay retiring then. I nearly danced out of the meeting. A year later they reduced the sales force by more than half. If I was still there then, I would have left with nothing. Timing is everything.

Early retirement comes with huge opportunity. If you are not ready to join the leisure class of golf, bocce, and babysitting the grandkids; there is an opportunity to reinvent you. An opportunity to do something you always wanted to do and never had the time to pursue.

What are your dreams?

What is your "PLAN B"?

I know so many people that are happily exploring their life re-imagined. They are following their hearts desire to make a difference in the world using existing and new skills.

- I asked myself what is the legacy I want to leave?
- What evidence will there be that I ever existed?
- How can I make the world a better place?
- How can I improve the lives of others?
- What is my WHY?

It was only then that I became The Crisis Planner.

Looking back, I had spent my whole life working toward that end without realizing it.

I bet if you look back at your life you will see glimpses of your why and the passion to serve in a higher capacity sprinkled throughout your life.

Everything in my life experience is connected to the work I am doing now as The Crisis Planner.

You are only limited by your own doubts and fears.

- **What do you dream of doing?**
- **What is your WHY?**
- **Where is your place in this new Workscape?**

You can take a new direction.

You can learn a new skill.

Yes, old dogs can learn new tricks.

You just need to be open and willing to allow things to evolve.

Then and only then will you be able to discover what waits for you.

We are all stronger than we think and more resilient in the face of adversity.

All it takes is a positive attitude and a belief in yourself and a little help from a community of friends that see and share your vision to make the transition to something amazing.

Sending virtual hugs,

Linda



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