

# A CONVERSATION ABOUT RETURNING TO THE OFFICE

The COVID-19 pandemic pushed employers and employees to very quickly change the way that they work and collaborate. We heard about successes and challenges in the shift from working in a physical office to working from home. For some, this has been a welcomed change and has led to closing of physical locations to save on costs, implementation of more robust collaboration tools and software, and improved work-life balance. For others, there has been isolation, difficulty communicating and collaborating, and less work-life balance. Either way, transitioning back to the office (full or part-time) is another change and should be discussed to mitigate the stress and transition more smoothly.

## THE GOALS

### Technical:

To share experiences we've had over the last year as we worked from home. To gain an understanding of what will be needed as we move back into the office.

### Experience:

Participants feel their concerns and needs are heard and valued.

## HUE CONVERSATION FRAMEWORK - DEVCA

DEVCA is a foundational method for every human interaction or engagement process. DEVCA helps move groups or individuals from surface level to deep understanding of a topic, generating options and making choices. Embracing the values of profound respect and inclusive participation, DEVCA allows leaders to effectively establish trust with the group and create environments where the goal is to reach a shared understanding, include diverse perspectives, and learn from the experiences each person brings to the discussion. Based on our 5 types of thinking:

**D** = Data-Based

**E** = Emotive

**V** = Visionary

**C** = Critical

**A** = Action



## SAMPLE QUESTIONS TO CHOOSE FROM

### Data-Based

- What is one word or image that comes to mind as you think about working from home over the last year?
- Describe your office setting this last year.

### Emotive

- As we moved to working from home last year, what was easy?
- Where did you feel challenged?
- What are you looking forward to as we transition back to the office?
- What are some anxieties you have?

### Visionary

- What have we learned about this experience?
- What are some needs that we need consider as we move into the office?

### Critical

- How might we address these going forward?

### Action

- What support will you need as we make this transition?
- What are our next steps?