An opportunity to innovate

Life & Work Connections
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Our whole world has changed, and continues to change, in response to the coronavirus pandemic. As University of Arizona employees, we are also experiencing workplace transitions due to the University’s financial crisis.

Many of us will enter the Furlough Program or Furlough-Based Salary Program[1] this upcoming fiscal year. I have heard from both employees and managers who are not sure how to talk about the need to adjust the workplace in response to the shifting landscape.

One key starting place is to recognize how these changes are impacting you, not only logistically through remote work, new routines and effect on personal finances but also emotionally.

By identifying the impact, we can begin to understand and process it. This self-awareness strengthens our ability to engage in constructive and compassionate conversations. It also allows us to explore new solutions with courage and to better prepare to adapt.

For assistance with this journey, check out on-demand videos[2] on resiliency and mindfulness from Life & Work Connections.

As we consider how our work transforms in light of reduced hours, we see an opportunity to innovate arise. Innovation requires us to ask critical questions, such as:

- How could we do the work differently?
- How might we adjust the scope of our work?
- Are there project elements we can postpone, drop or replace?
- How could we modify future operations to include flex schedules or telecommuting?

I recognize that these conversations can be intimidating. Bear Down, and stay committed to seeing them through. Please know that employees and managers can all find great support from their HR consultants[3].

Stepping into the unknown can be difficult. Consider starting this transformation by pausing, acknowledging your emotions, taking a deep breath and then putting your best innovative foot forward.

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Source URL: https://uaatwork.arizona.edu/lqp/opportunity-innovate

Links
[1] https://hr.arizona.edu/FY-2020-2021-Furlough-Program
[2] https://lifework.arizona.edu/tools/on-demand-video
[3] https://hr.arizona.edu/content/consulting
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