Virtual Gathering of HR Leaders in the Dairy Industry
Zoom Meeting
Friday, June 5, 2020 |2:00 – 3:00 p.m. ET

Meeting Notes

McKinsey Session: COVID-19: Return to the Workplace

- All 100% virtual offices have failed without some in-person component; there is value in hybrid virtual work
- Difficult to measure productivity when everyone is working virtually; measuring productivity in a normal setting, so this is something that needs to be assessed further
- Discussion/sharing of information/townhalls are fine to be virtual, but collaborative/creative sessions will be more beneficial in person
- Most people, including leaders, can be remote for most of the time. Having them on site opens up informal organic connection that might not happen otherwise. Onsite for 3 days of the week, remote for the rest
- Will employees working virtually be at a disadvantage for new employment opportunities? Many hiring decisions are based on personal interaction and confidence in the individual, which is difficult to build when off site
- Starting meetings 5-10 minutes after the hour and ending on the hour would give individuals extra time to get up, walk around, take a break before going back to another meeting. This is a good way to create a buffer in back to back meetings
- Shrinking information sharing time to stay on track for meetings can be beneficial (label information sharing, discussion, and decision making on agenda items as a way to optimize time/meeting purpose)
- Continuously asking 'do we need to keep this meeting' or 'is this reoccurring meeting necessary?' to cut down on number of meetings
- Ensure all employees know of the support programs offered through the company. Also important for leadership to reach out and destigmatize using these types of support and well-being programs

PPE

- Most companies are coming up with guidelines that align with CDC and local community health guidelines
- It does reduce the risk of transmission so wearing masks is continuously encouraged

- Can impact job productivity (i.e. elderly or if English is not first language)

International Travel

- Consider reasons before resuming international travel – is it necessary – personal vs. business
- State of coronavirus varies by location, so data or advice may be out of date within a week; situation is very fluid

Current Events – George Floyd

- Communication to employees on the protests has been well received, especially when noting not what the company has done already, but acknowledging that they are not where they need to be and are committed to continuing to grow and learn