

# An Agile Workforce: Recovery from COVID-19

Together with Nilay Khandelwal (Managing Director, PageGroup Singapore), Imran Bustamam (Head of HR, Ninja Van) and Chris Mead (Head of Talent Acquisition, APAC DuPont) share their thoughts on hiring and keeping the best talent through COVID-19.



## What does it mean to be agile?

Navigating through unprecedented challenges effectively can be daunting. For organisations that have relied primarily on face-to-face interactions to build maintain relationships with their clients, it means deep diving into the digital world to seek out platform and tools to help you maintain those relationships.

Keep in mind that agility is more of a mindset towards problem solving than a set of processes. The approach to agility can vary from one organisation to another, but it should be rooted deeply in the company culture.



## Listen and care for employees

Employee engagement and retention is given renewed focus and organisations are looking for new ways to keep their employees connected.

While some HR practitioners feel apprehensive about conducting employee engagement surveys during this time, it has never been more important to gain feedback and insights to better understand where and how employees require support. Give employees a voice and follow up with actions to show your commitment for their well-being in the long run.



## Landing the right employees

Employers are placing more focus on soft skills, whether it is identifying these in a potential hire or existing employees. Here are some important attributes that an outstanding employee would possess:

- Resilience & the ability to handle ambiguity
- Willingness to contribute beyond job scope
- Ability to deliver on promises
- Action-oriented, rather than striving for perfection
- Willingness to learn and improve



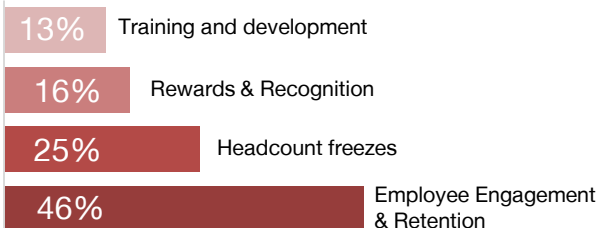
## Working around our new normal

Contracting or temporary, project-based hires has emerged as an attractive, cost-effective solution for employers, especially in markets like Europe or Australia. The adoption of contracting within South East Asia is still in the early stages as companies warm to the concept and some jobseekers preferring full-time positions.

In the new normal post COVID-19, organisations who possess flexibility in their manpower resources will stand to gain an advantage in reacting quickly to market changes without impacting productivity.

## Main HR Challenge: Poll Results

HR practitioners in Singapore found **employee engagement & retention** to be the most challenging during this period:



## Keen to hear more?

Watch the full webinar where Imran and Chris share their thoughts and answer questions live.

[Access the webinar here](#)