

Planning for the new business environment post-COVID

April 29, 2020

Webinar starts at 11 a.m. CT

Presented by:

Administration



Reminder: We are not offering CPE or HR credit for today's discussion.



For best quality, call in by phone instead of using your computer speakers.



To ask questions during the presentation, use the questions box on the right side of your screen.



Presenter

DANIEL WHITE

Senior Consultant, Organizational Development & Family Business Services

- Expertise in strategic planning, leadership development, family business consulting and employee engagement
- Experience teaching masters-level courses in organizational development



Today's topics

Planning for the new business environment post-COVID

- The “new normal”
- Reintegration
- Emerging stronger

THE “NEW NORMAL”

Polling question

How much longer will there be major business disruption from COVID-19?

- 1) A month or less
- 2) 1-3 months
- 3) 3-6 months
- 4) 6-12 months
- 5) 12+ months







Probable second wave

- Fall/winter?
- Combined with flu season?



COVID19



“We will have coronavirus in the fall. I am convinced of that.”

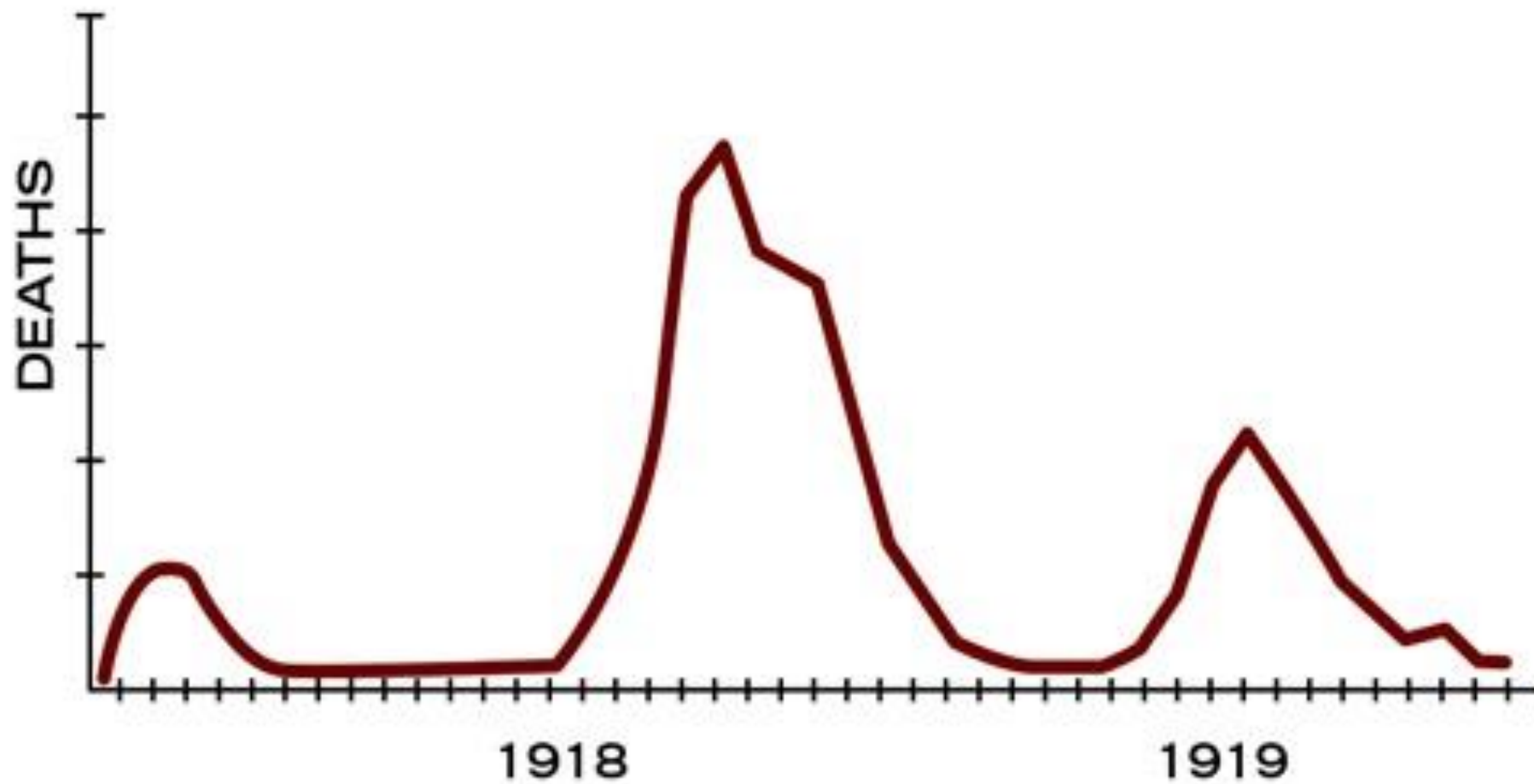
Dr. Anthony Fauci, director of the National Institute of Allergy and Infectious Diseases


“There’s a possibility that the assault of the virus on our nation next winter will actually be even more difficult than the one we just went through... We’re going to have the flu epidemic and the coronavirus epidemic at the same time.”

Robert Redfield, director of the Centers of Disease Control



Second wave



- 
- Probable second wave
 - Fall/winter?
 - Combined with flu season?
 - Variations according to region
 - Pandemic
 - Economy
 - Some kind of preventative measures until vaccine is available (12-18 months)



COVID 19

Preventative measures

- Social distancing (mandated or not)
- Minimal travel
- Reconfiguring of office space
- Personal protective gear
- Screening employees





Continued economic turmoil

- Extended COVID pandemic
- Oil price crash
- Election
- Uncertainty

Employee fear & anxiety

- Continued fear of COVID
- Fear of government over-reach
- Fear of economic hardship (their job/spouse's job)
- Difficulty of taking care of kids
- Disconnect between those who believe differently



Telework

- Will people rush back to work?
- Will people want to keep their newfound freedom?
- Will office buildings be needed?
- What other effects?
 - More flexibility
 - Less formality
 - Less process, more decisiveness



REINTEGRATION



New policies

- Telework
- Employees with school-aged kids
- Employees especially vulnerable
- Employees fearful
- Positive cases in your workforce
- Clients/suppliers/salespeople
- Risks/legal requirements



The background of the slide is a close-up, slightly angled view of several US dollar bills. The bills are fanned out, showing the portrait of Benjamin Franklin on the \$100 bills and the '100' denomination. The colors are primarily green and yellow. A semi-transparent white circle is overlaid on the left side of the image, containing the text.

Cash is king

- Cash flow projections
- What's after the Paycheck Protection Program?
- AP/AR

Polling question

What is your biggest concern regarding reintegration?

- 1) Employee-related policies
- 2) Client-related policies
- 3) Legal exposure
- 4) Cash flow / accounts receivable
- 5) Other



EMERGING STRONGER



“The vast majority of organizations will either emerge from this stronger or weaker because of what they didn’t do during this crisis.”

Patrick Lencioni

Author, 5 Dysfunctions of a Team

Focus on your team

- Unity
- Trust
- Communication



"Once we start to open back up,
it won't be business as usual.
It will be America 2.0.
That's the greatest opportunity
ever for entrepreneurs."

Mark Cuban

Serial Entrepreneur and Investor

Inc.



Be Strategic

- Plan for offense?
- Plan for defense?
- Key talent
- Strategic investments



Scenario
Planning

Scenario Planning

- Determine potential scenarios & assumptions
- Determine impacts/risks associated with scenarios
- Create triggers based on risks

Key variables



LENGTH/INTENSITY
OF PANDEMIC



GOVERNMENT
RESTRICTIONS



GOVERNMENT AID



Example scenarios

- Scenario 1
 - Business as usual within six weeks, no 2nd wave
- Scenario 2
 - Business as usual within six weeks, 2nd wave in fall/winter
- Scenario 3
 - Moderate restrictions through summer
- Scenario ...

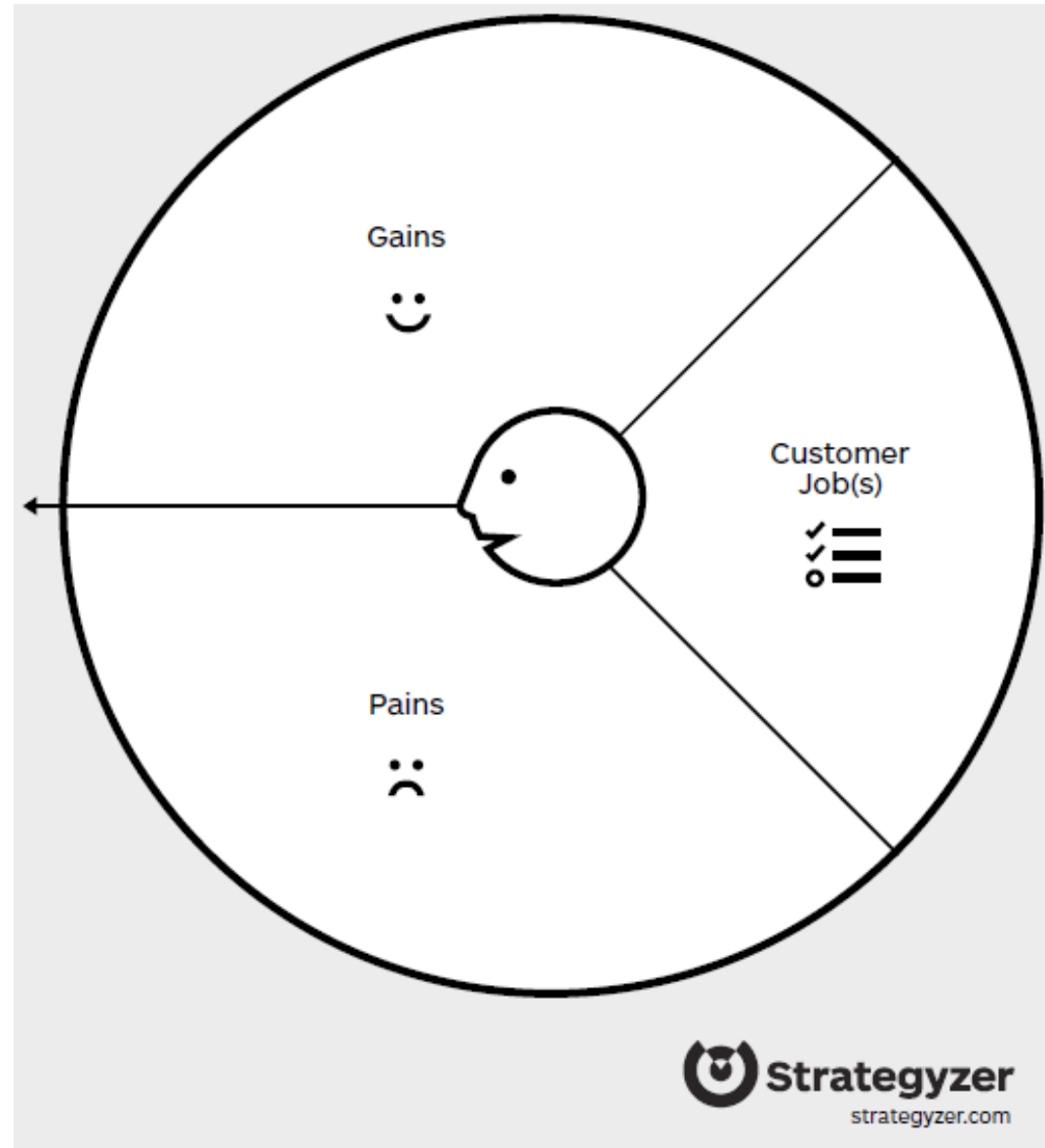
What's after the
PPP?

Focus on
innovation

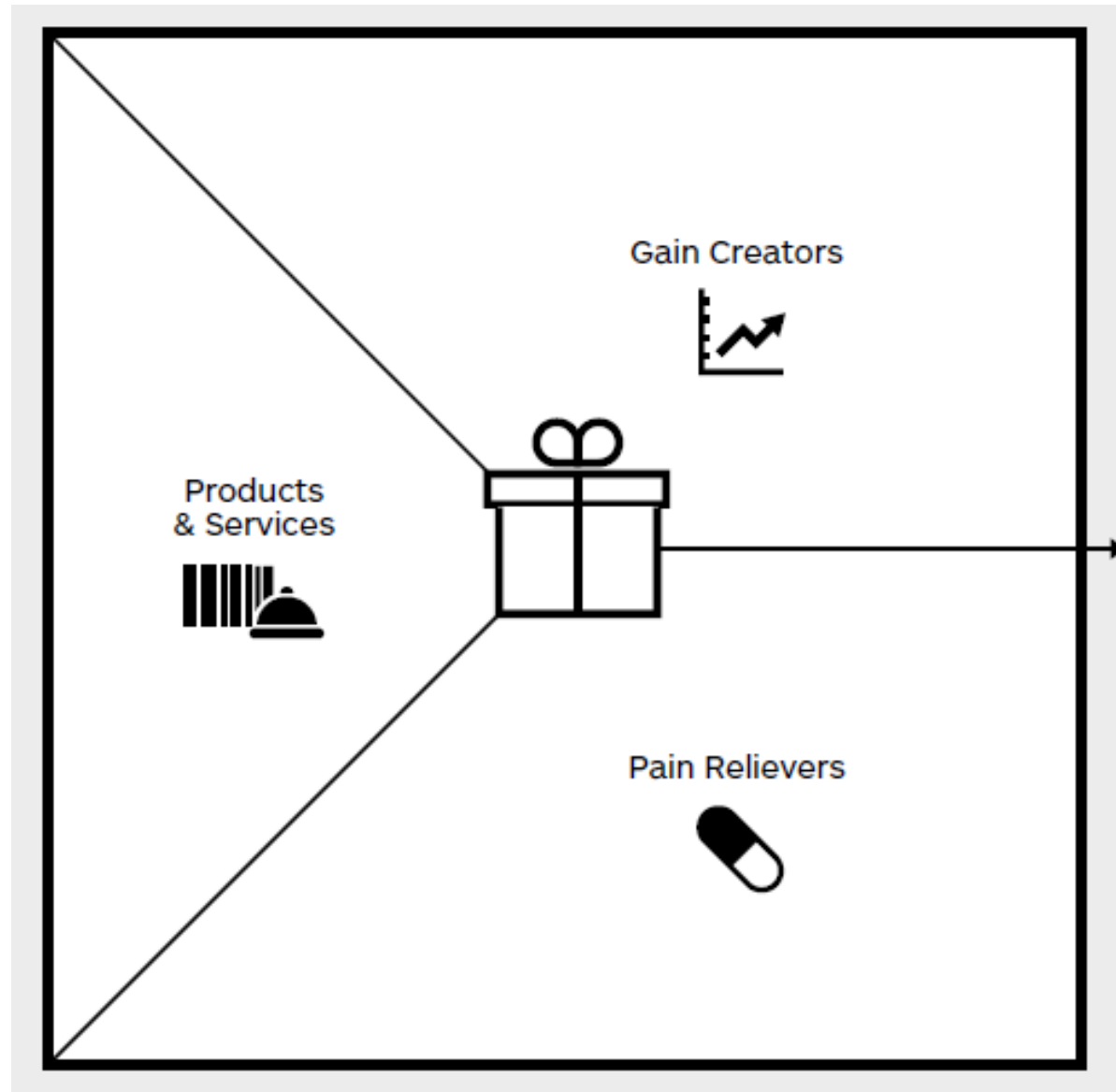




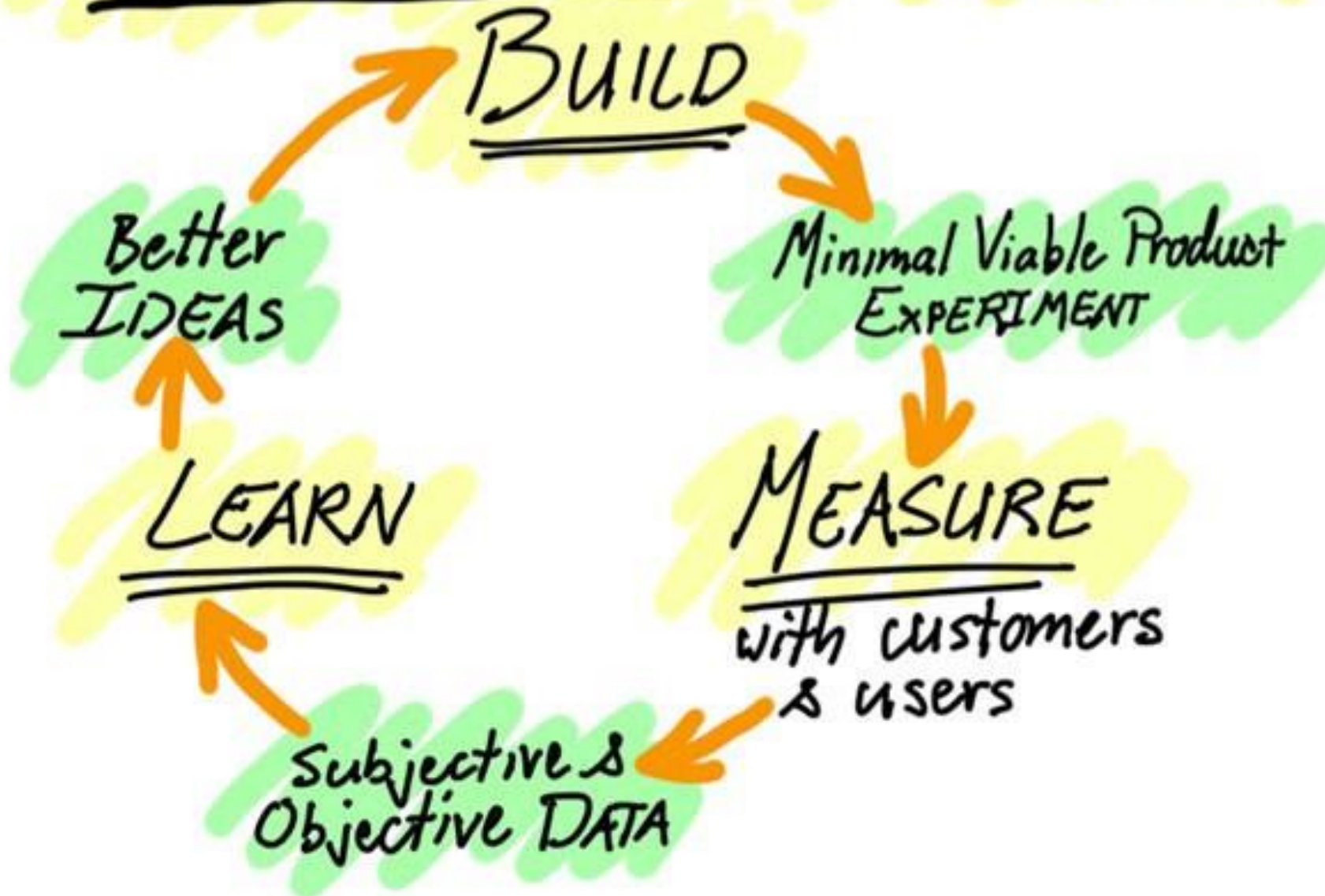
Understand your customer



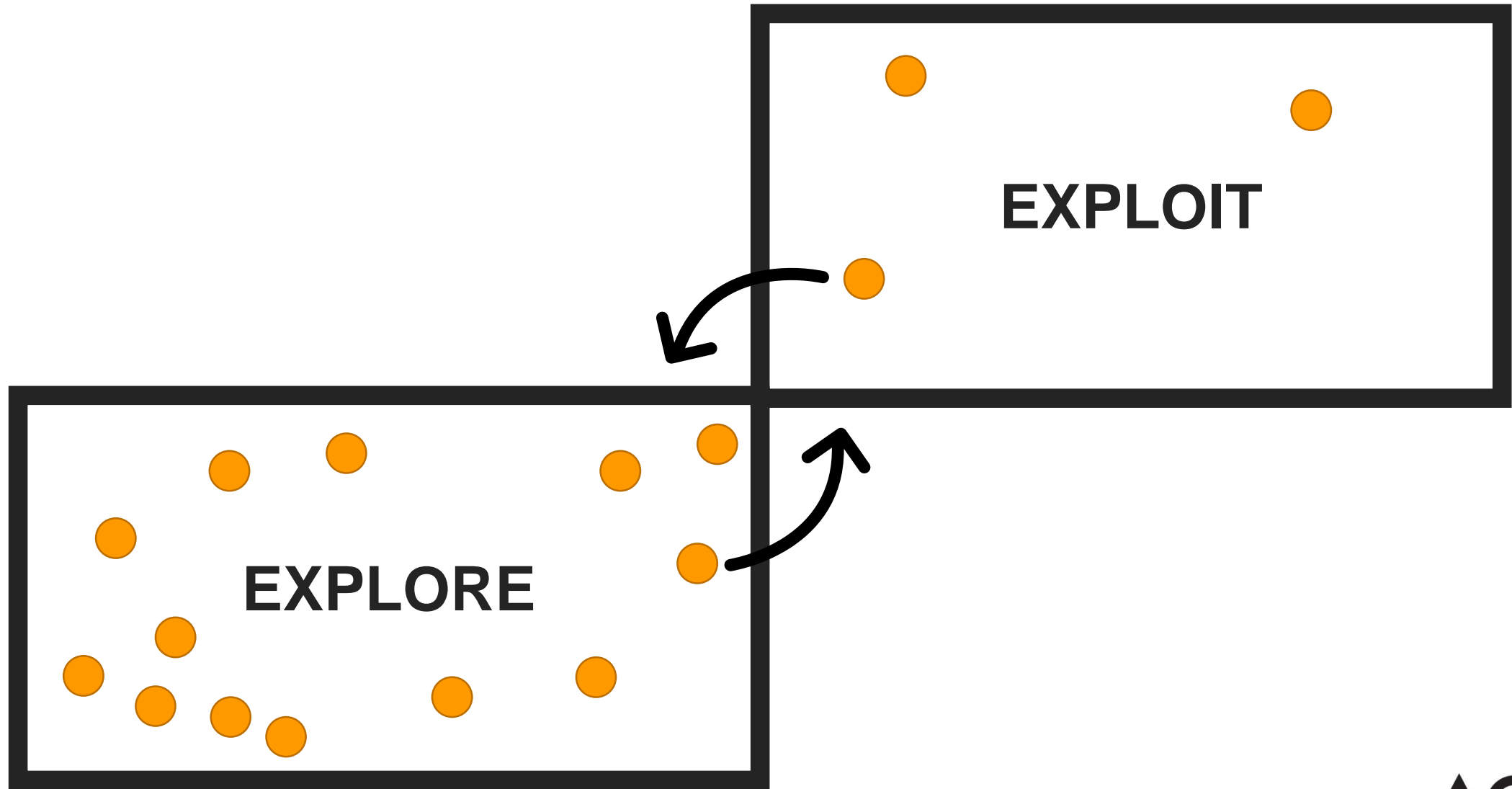
Understand your value proposition



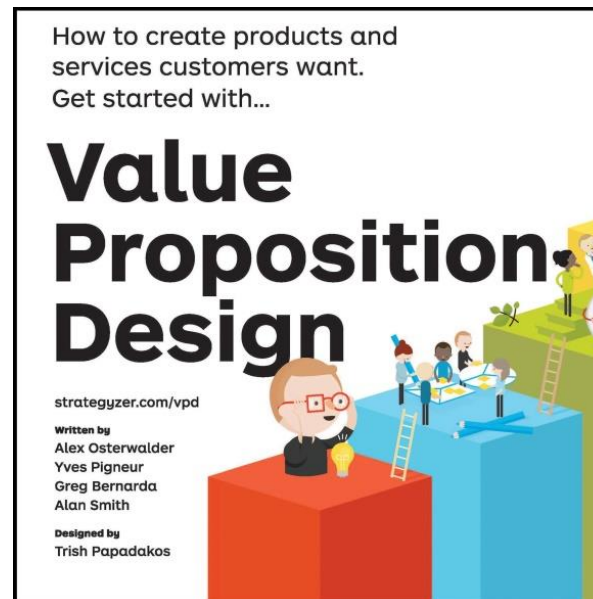
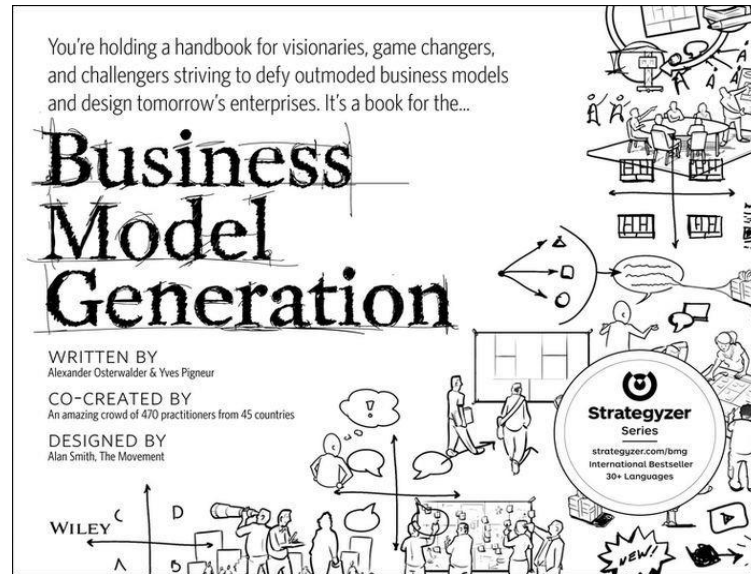
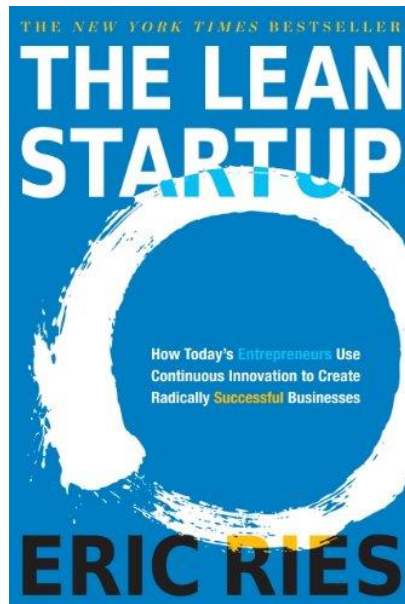
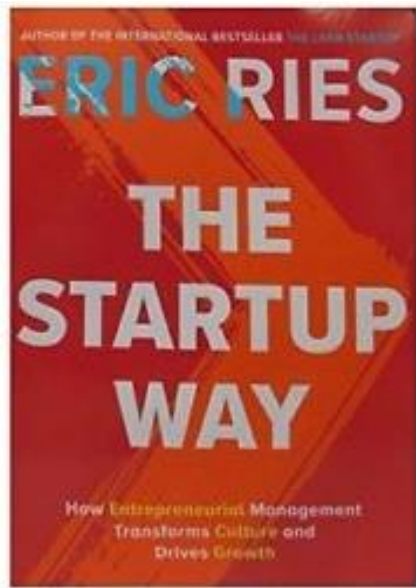
VALIDATED LEARNING LOOP



Business model portfolio



Resources for innovation



Make necessary changes




Time for difficult decisions



Don't cut tap root

Next steps

- Develop reintegration policies
- Cash flow projections
- Focus on your team
- Make strategic investments
- Scenario planning
- Innovate
- Make cuts



Disclaimer

The information and materials discussed and provided in this Webinar does not, and is not intended to, constitute legal advice. All information, content, and materials are for general informational purposes only. Participants should contact their attorney to obtain advice with respect to any particular legal matter. No participant should act or refrain from acting on the basis of information presented in this Webinar. Only your individual attorney can provide assurances that the information contained herein – and your interpretation of it – is applicable or appropriate to your particular situation.

COVID19

[Home](#) / [Insights](#) / [COVID-19 resources](#)

COVID-19 resources for employers

Organizations are facing a myriad of decisions and challenges with the rapidly changing landscape on COVID-19.

AGHLC.com/COVID19



Thank you for attending



A recording of today's webinar will be emailed for your reference or to share with others.



Check out other upcoming webinars at AGHUniversity.com.



Questions?

DANIEL WHITE

Senior Consultant, Organizational Development and Family Business Services



Daniel.White@aghlc.com



316.291.4017



[linkedin.com/in/DanielWilliamWhite](https://www.linkedin.com/in/DanielWilliamWhite)



twitter.com/dw_white

Questions **not** related to today's content: mike.ditch@aghlc.com



Q & A session