

IW Workshops

Sparks of inspiration from our movement

IDENTIFYING THE KEY WORKPLACE CHALLENGES FOR 2022

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IW **INSPIRING™**
WORKPLACES

| **What our workshops aim to deliver you**

At **Inspiring Workplaces** we want to change the world through the world of work. And we know, one of the best ways for us to do that is working together as a community to solve issues we all face day-in-day-out.

As we approached the end of 2021, we got together with our community to share key priorities and workplace challenges for the next 12 months and how the IW community can support each other to deliver an inspiring workplace for 2022 and beyond. This bitesize document represents the start of that professional journey to solve issues as a community by identifying the challenges we anticipate 2022 will bring.

We hope it helps you, your people and organization.

| Identifying the key workplace challenges in 2022

The challenges 2020 brought with Covid-19, lockdowns and the rise of remote working created a huge shift in the working world. In 2021 we have seen rapid evolution with organisations re-writing the rule books and changing operational norms. 2022 will see organisations begin to settle in their own versions of 'the new normal'.

But with rapid change comes big challenges. The organisations that thrive will spot the challenges that are beginning to emerge and face them head on in the next 12 months.

So we asked:

What are your key priorities and workplace challenges for 2022?

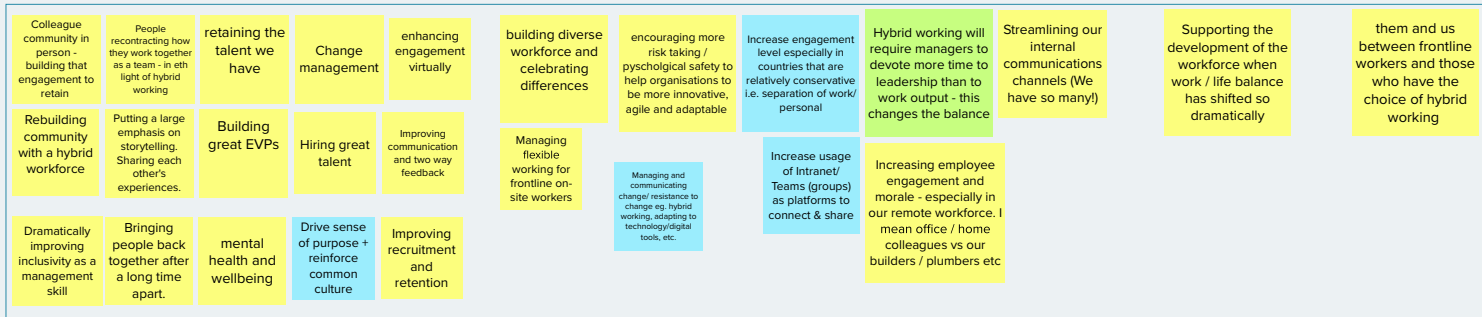
The following pages are sparks that came from Inspirers like yourself. We hope you enjoy them.

Ideas from our Inspirers

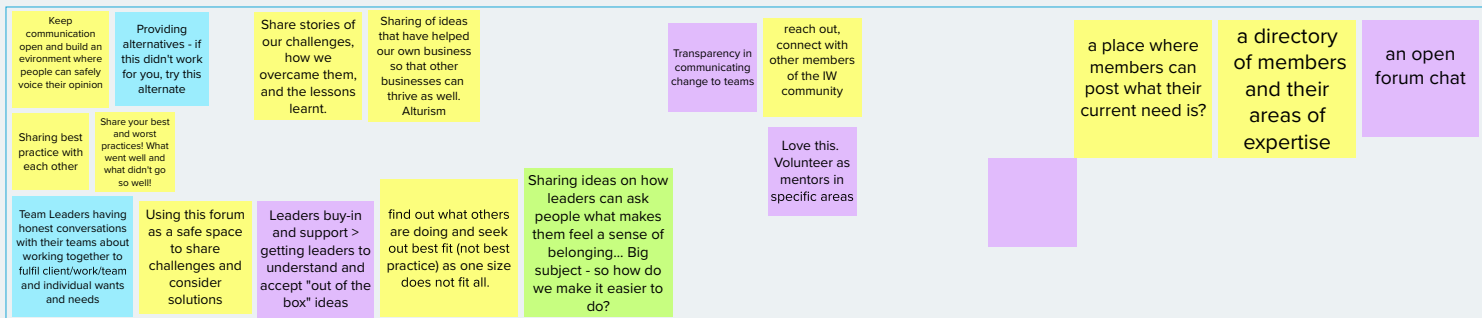


Priorities for 2022

What are the challenges you anticipate you'll be working on in your workplace?



How best can we solve these priorities together as a community?



The above image represents the ideas and inspiration from fellow inspirers on the topic of workplace challenges. We have used these ideas to create this guide.

Hybrid/ flexible working

The challenges of managing a hybrid and flexible workforce will be at the forefront of business leader priorities in 2022. Line managers will need to devote more time to leadership and managing dispersed teams than work output to keep employees engaged and productive.

Business leaders will face challenges of an employee engagement divide between frontline workers and officed based workers and will need to find a way to close the gap.

Connecting a dispersed workforce

Organisations will need to rebuild their community and solidify their culture and purpose to connect dispersed teams and enhance engagement virtually. Storytelling and sharing experiences will play a huge role in reconnecting employees.

Attracting and retaining talent

The impact of the great resignation will come into full effect in 2022. Organizations will need to build a great employee value proposition and build strong recruitment and retention strategies in order to keep and attract the best talent.



Change management

Organisations will need to have strong communications and change management strategies to support employees who are resistant to the changes they will inevitably face in 2022 such as hybrid working and adapting to new digital tools and processes.



Communication

Strong internal communication will be paramount to success in 2022. Organisations will need to build strong but streamlined digital communication channels, two-way feedback and make sure they have the right communication platforms in place that suits their organisation and employees.



Diversity and Inclusion

Building a diverse and inclusive workforce will be top of the agenda for business leaders in 2022. Inclusivity will gain importance as a management skill alongside building inclusive, psychologically safe and diverse cultures.

Wellbeing

The challenges and drastic changes employees have faced over the past two years will continue to take a mental toll. As organisations begin to settle into their version of 'the new normal' supporting employee wellbeing will be key.

Organisations who fail to prioritise the mental health of their employees will see tangible loss in talent and revenue.

Building a culture of innovation

Innovation, adaptability and agility will be at the heart of successful organisations in 2022. This means building psychologically safe cultures where mistakes, differing opinions, and challenging the status quo are all encouraged.

Company values

In 2022 the organisations that don't have strong values will struggle to attract talent, particularly younger talent that is just entering the workforce. Following the social and environmental struggles of the past 2 years including the rise of the Black Lives Matter movement and the environmental crisis, employees are placing organisational values as one of the top reasons to join a company.

In 2022, this will continue to increase in importance and will become one of the top priorities for companies to create a strong employer brand and stand out against their competitors.

THANK YOU

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Thanks to our partners



**Like any spark, this is just the start of our
work together on this issue.**

**Join our movement at  and help us change the world through
the world of work**

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