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# Vaccinating your Company against the Unknowns: Building Agility in a Disruptive World

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'Deji Ajibola

HR Tech Africa 2022

# Implications – many!

## Employment terms & conditions

- Resumption times, location, KPIs etc
- Allowances & benefits (Internet, Transportation)

Data Privacy & cybersecurity (& I.T Infrastructure)

Facilities – Size, layout

Employee preference (Flex working etc.)

Skills – ability to work in Virtual environment & lead a virtual Team

## Map out

- the work & workforce needed in the future

## Define

- what virtual working will look like

## Update

- your employee value proposition for employees' changing needs

## Realign

- employee reward with your real sources of value

## Reset

- performance management and incentives

**Diversity &  
Inclusion: priority**

**Increased  
automation of HR  
processes -  
technology**

**Remote working:  
here to stay**

**Virtual  
maintenance of  
Company culture  
& Engagement**

**Well -being**

**Cross-X Working**

**Compliance**

# The Future.....



Heavy  
Investment in  
Technology



Comfort with  
uncertainty



Innovation &  
agility &– the new  
currency