

## RESEARCH UPDATE: April 2020

- Now more than ever, while we adjust to new working environments, we need to be present in order to bring our full attention and impact to our work. Slow down and pay attention, do one thing at a time, notice yourself and others, enjoy the process as well as the outcome [bepresent](#)
- Automation will raise the need for human skills – the ability to balance the rational and emotional. This boils down to ‘thinking skills’ – analytical and critical thinking, design thinking, innovation, complex problem solving, leadership and emotional intelligence [thinkingskills](#)
- HBR tells us to prepare for a post-pandemic world by ‘leading from the future’. That means spending 10-20% of your time envisioning what you want that future to look like then developing a strategy to make it happen before you slip back to the old ways of doing things [HBRvision](#)
- Leaders who thrive in disruption embrace change but find routines where they can, look after their own health, and avoid the temptation to be a superhero. Instead they express gratitude, check in on others, eliminate distraction and turn problems into opportunities [thrivenow](#)
- BCG explores the changes which may or may not endure post-pandemic. How can we tell? By looking at the new patterns which reduce friction, solutions to weaknesses which the pandemic has exposed, and by spotting the mavericks betting on new behaviour patterns. [BCGpostpandemic](#)
- Organisations need to nurture ‘digital dexterity’ to build skills for the future of work. This means creating a continuous learning culture, enabling in-house learning through career paths and focussing on ‘soon to be obsolete’ roles to ensure people are redeployed [digidexterity](#)
- McKinsey believes purpose is more important than ever as employees and stakeholders vote with their feet and their wallets. So companies should dig deep to identify or update their purpose, keep it central to everyday working and then measure and track progress [McKpurpose](#)

