

CityHR Community Chat:

Remote working: how to manage the risk, and how to make the most of it



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Remote working: how to manage the risk, and how to make the most of it

COVID-19's impact on Diversity and Inclusion	Management and Oversight During COVID-19	Virtual Teaming and Collaboration During and After COVID-19
<ul style="list-style-type: none">• A force for change (highlights inequalities, socio-economic disadvantage & exclusion during lockdown felt by all)• Momentum for greater inclusion through use of technology, access, recognising different needs• Remote and agile working on exit and longer term, reduced office space means permanent features• Focus on ESG (emphasis on social and governance) and responsible business• Culture change -- flexible and home working: managing remotely (including mental health) & remote supervision• Technology and better accessibility and work life balance: harness to become more inclusive	<ul style="list-style-type: none">• Managers can create risk and also be at the forefront of managing it.• Ensure your policies and processes are fit for purpose. Are they well publicised? Do managers know what is expected of them?• Managers need to flex their skill set to manage their teams remotely. Think - how can you help support and equip your managers with the skills required to manage during COVID?• For regulated firms and senior managers:<ul style="list-style-type: none">• What you do now feeds into assessment of culture.• Consider your systems and controls. Can you manage conduct risk?• Senior managers – keep abreast of FCA expectations. Review your statement of responsibilities in light of COVID. Are you happy to explain your approach?	<ul style="list-style-type: none">• Consider cognitive capacity when planning days and business flow• Monitor, create, and maintain energy (use tech creatively to help)• Nurture diversity for increased resilience (big need, high reward)• Approach video calls with care: think notice, channel to voice need for alternate arrangement• Embrace the opportunity for inclusive leadership (people-driven, tech-empowered)• Pause to evaluate and appreciate team successes (and continuing opportunities for growth)