Employee Motivation during crisis

A focus on the construction sector
Agenda

Employee Motivation during crisis for Construction sector
Covid -19

What is Crisis ?
crisis management .
Effect of Covid – 19 Crisis on construction and real estate sectors.
Employee Motivation during crisis
• Awareness and resilience model
• Work from home Policy
• Safety Procedures
Real Example of Egyptian Company reaction during crisis .
What is Crisis?
The word crisis in Japanese: “KiKi
危 = ”danger” y 機 = ”opportunity”

Japanese are pretty good finding ways to find opportunities when things turn bad.
Crisis

Definition - as per Wikipedia

A crisis is any event that is going (or is expected) to lead to an unstable and dangerous situation affecting an individual, group, community, or whole society.

From a psychological point of view..

A crisis implies a situation where time is short and an effective decision has to be taken immediately. The crisis perpetuates a sense of a lack of control throughout the business worsening the whole situation.
Crisis Management

Administration of unforeseen events that may cause harm to an organization.

Reactive process.

Decrease tensions that arise during the crisis.

Unforeseen event

Risk Management

the process of determining how the threats would affect an organization, how the risks can be regulated so as to minimize this damage.

Proactive process.

Identify and prepare for any potential threat for the organization.

Foreseen event “predictable”
Attributes of crisis:
1. Thread to the Organization.
2. The Element to Surprise.
3. A Short decision time.

Tools to manage crisis:
1. High Level of Awareness.
2. Communication with Clarity and Integrity.
3. Agility “fast response”.
Effect of Covid -19 On Construction Sector
Effect of covid-19 on Construction Sector.

Nature of construction projects.
Most of the Construction Projects are FastTrack in nature. Thus No of Employees “White Collar, or Blue Collar (Workers) is increased.

During Crisis.
Scope and Quality of the Project are constant
Time expected to increase ....
Cost expected to increase because time increased. effecting the company cash flow curve.

Effects
Employee
Effect of crisis on employee

Employee during Crisis :

During crisis the employee is subjected to (uncertainty → Anxiety, stress, worry, fear..)

Leads to:  
- Absenteeism → Increase
- Productivity → Decrease
- Performance → Decrease
- Passion and creativity → Decrease

Employee needs to be motivated.
Mood Meter Tool

Employee motivation

LOW ENERGY
Productivity & Performance Drop

LOW PLEASANTNESS
Satisfaction and Engagement Drop
Employee Motivation During Crisis
Awareness Model
Ruler Model

- Recognizing emotions in self and others
- Understanding the causes and consequences of emotions
- Labeling emotions accurately
- Expressing emotions appropriately
- Regulating emotions effectively
Work From Home (WFH Model)
The Organization *believes* that employee is *trusted*.

The Employee *proves* that he is *accountable*, worth the trust.
**WFH**

**Work from Home is a mutual benefit**

<table>
<thead>
<tr>
<th>Employee</th>
<th>Organization</th>
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<tbody>
<tr>
<td>• Flexible schedule .</td>
<td>• Lower indirect people cost .</td>
</tr>
<tr>
<td>• Work life Balance</td>
<td>• Lower Operation cost .</td>
</tr>
<tr>
<td>• Save transportation time</td>
<td>• Reduce workplace cost .</td>
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<tr>
<td>• Save Transportation cost</td>
<td>• Reduce useless meetings time .</td>
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<tr>
<td>• Reduce stress</td>
<td>• Lower the turn over</td>
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<tr>
<td>• Increase in Productivity</td>
<td>• Increase employee loyalty</td>
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<td>• Increase in performance</td>
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Increase you productivity via WFH

• Set Working hours → Punctual, Routine
• Set a place specific for work → Focused mind
• Better to have semi casual dressed → Concentration
• Prepare all needed tools “Mobile, Charger, internet access ..etc” → Save time
• Have fixed breaks → Refreshment increase productivity
• Maintain connection with your team → Engagement
• Keep a tracked To-Do List → Time Management
• Keep track record for your progress → Sense of Progress
Employee Safety procedures
Employee are assets.

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Employee Safety

Cost of Safety

Safety Comes First.

Safety tools Materials
- Face Musks.
- Hands Sanitizers.
- Surface Cleaning liquids.
- Sterilization gate.
- Temperature Monitoring.

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People Comes First Protocol – DMG – Mountain View

• Special team was assigned for crisis management.
  * Fast Decision for working 50%/50%
  * Fast Decision for work from home for 1 month “HQs and Sites”
• Awareness campaign via E-Mails.
* Covid-19 presentation * Work from home policy
• Life Coaching unit members were ready and supporting employee’s well-being.
• Applying safety procedure firmly and professionally for all employees:
  * Sterilization gates
  * Temperature monitoring
  * Visitors policy
  * stores and tools handling policy
* Meeting room policy
People Comes First Protocol –
DMG – Mountain View
Questions
For any more Questions its easy to reach me . . .

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Thank you ...