



# ODA/Management Review

## Disruption

### A NOTE FROM JOEL

December 2021  
Year End

As we look back at 2021, we will recognize dramatic events in the News. A year of change and adjustment or just staying alive.

Not the least of these changes have been the workplace. Employees have been laid off, discharged or put on leave. Some have their jobs but with significant differences. Others have had their hours go to flexible and changeable.

One of the dramatic changes has been employees working from home. Of course, this has been a trend with the development of the home office for part time workers. And the development of small business owners making use of their home. There is a wide variety of situations.

We have seen households with two family members each with their own office.

This had been a situation of choice with time to plan and develop. This year the change was overnight and without a choice. Some employees have been able to adjust. I know that others are in the middle of this upheaval.

Here might be a good example of managing this situation with your employees: "We will be as flexible as we can, and we will stay in touch developing our communication skills within the firm."

Next issue I will discuss the best practices I have seen in this situation.

Regards,

*Joel*



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