

RESULTS

Kathryn Sandford

M2M



1

REALITY
The world of work

2

CONNECTION
Building trust and credibility

3

VALUE
What's in it for me?

WHO WE ARE





RIMS NZ & PI

Kotahitanga Manawaroa,
Tātou Pakari Ai

M2M

move to more

WHO AM I



PROFESSIONALLY





PERSONALLY

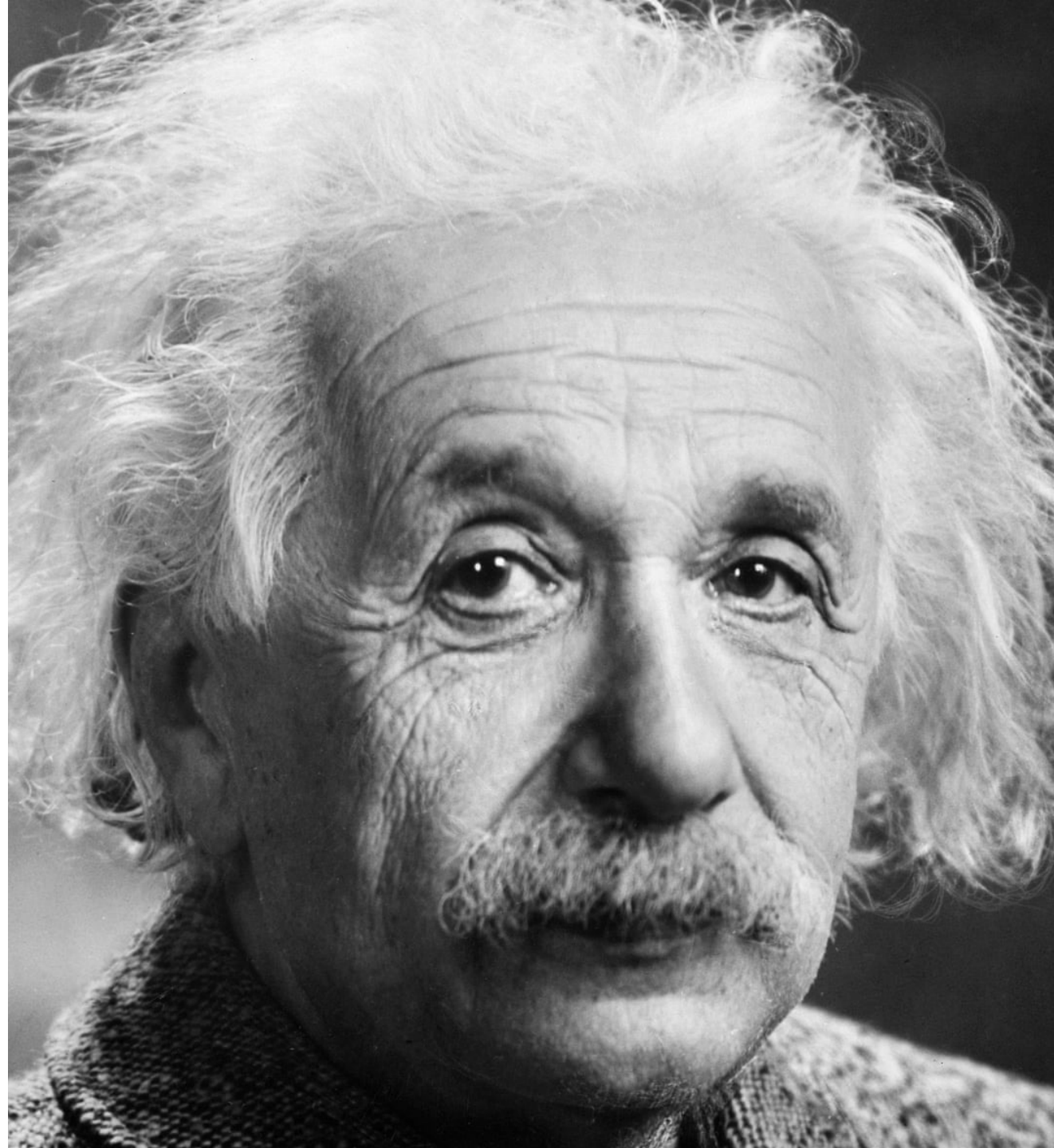
LET'S GET STARTED

POLL QUESTION #1

Have you been impacted by the changes in the world of work since COVID?

“If you want
different results,
do not do the
same things.”

Albert Einstein



REALITY

The world of work
today

FACTS

- HR managers need to re-think workforce, employee planning, management and performance strategies
- Organisations' EVP is a key asset to attracting talent
- 48% of employees are likely to remain working remotely or WFH
- The shift with an employer's role in supporting employees financial, physical and mental wellbeing

WHAT'S CHANGED?



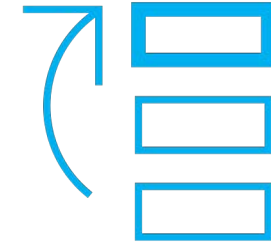
REALITY

*The way we work and
where we work*



NEEDS

*Technology the key to
the future of work*



PRIORITIES

*The way to work
productively*

5 EMERGING TRENDS FROM THE WORLD OF WORK

1

Workers are opting out.

2

Carmakers turn towards in-car software subscriptions for the big bucks.

3

When hiring, nobody is better than hiring just anybody.

4

As offices reopen, ill and disabled workers are returning to old and painful habits.

5

Building skills-friendly cities to prepare for the future of work.

Source: <https://www.weforum.org/agenda/2021/12/top-five-work-trends-workforce-employment-employees-business-hr/>

DIVERSITY AND INCLUSION



FINANCIAL

*Above average
profitability*



WELLBEING

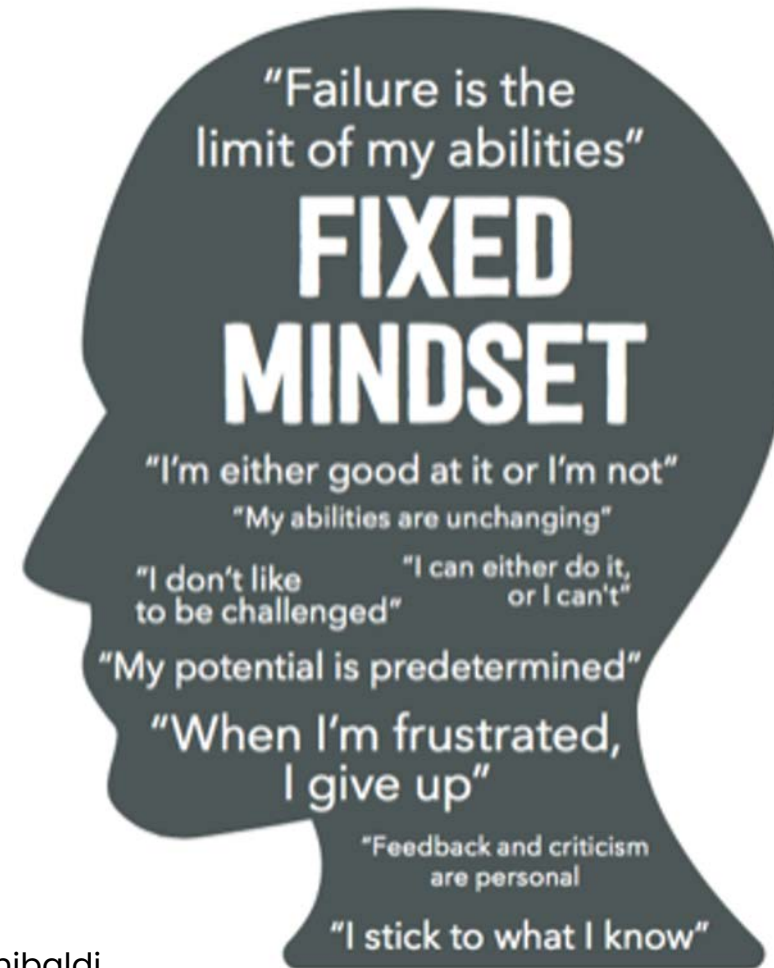
*Engagement and
loyalty*



PRODUCTIVITY

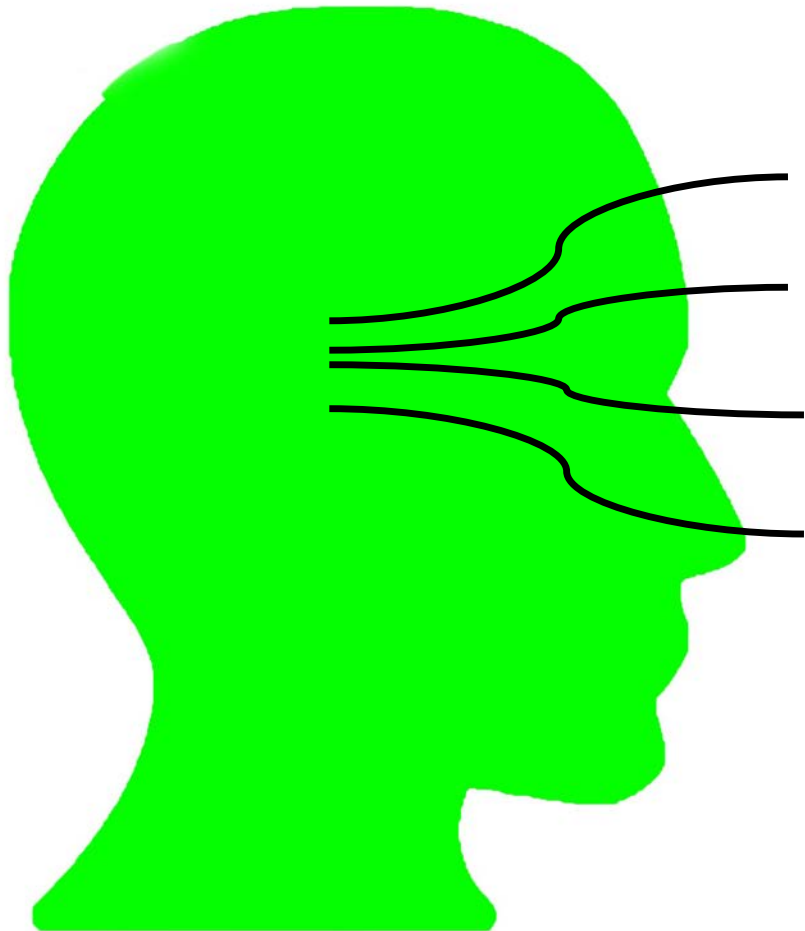
*Motivation and desire to
succeed*

MINDSET APPROACH



Credit: Fabio Sinibaldi

PERSONAL BRAND MINDSET



Are you ready to commit and be accountable?

Are you ready to invest in YOU?

Do you know what your drivers are for personal change?

Are you aware of your obstacles, fears or limiting self beliefs' that you have to deal with on your journey of change?

NEW TERMS IN THE WORLD OF WORK



ZOOM CEILING

It's the new glass ceiling for remote workers. This new barrier affects all remote workers and determines whether or not an employee will get passed over for promotion compared with their in-person colleagues.



SHIFT SHOCK

Starting a new job and realising, with either surprise or regret, that the position or company is very different from what you were led to believe.



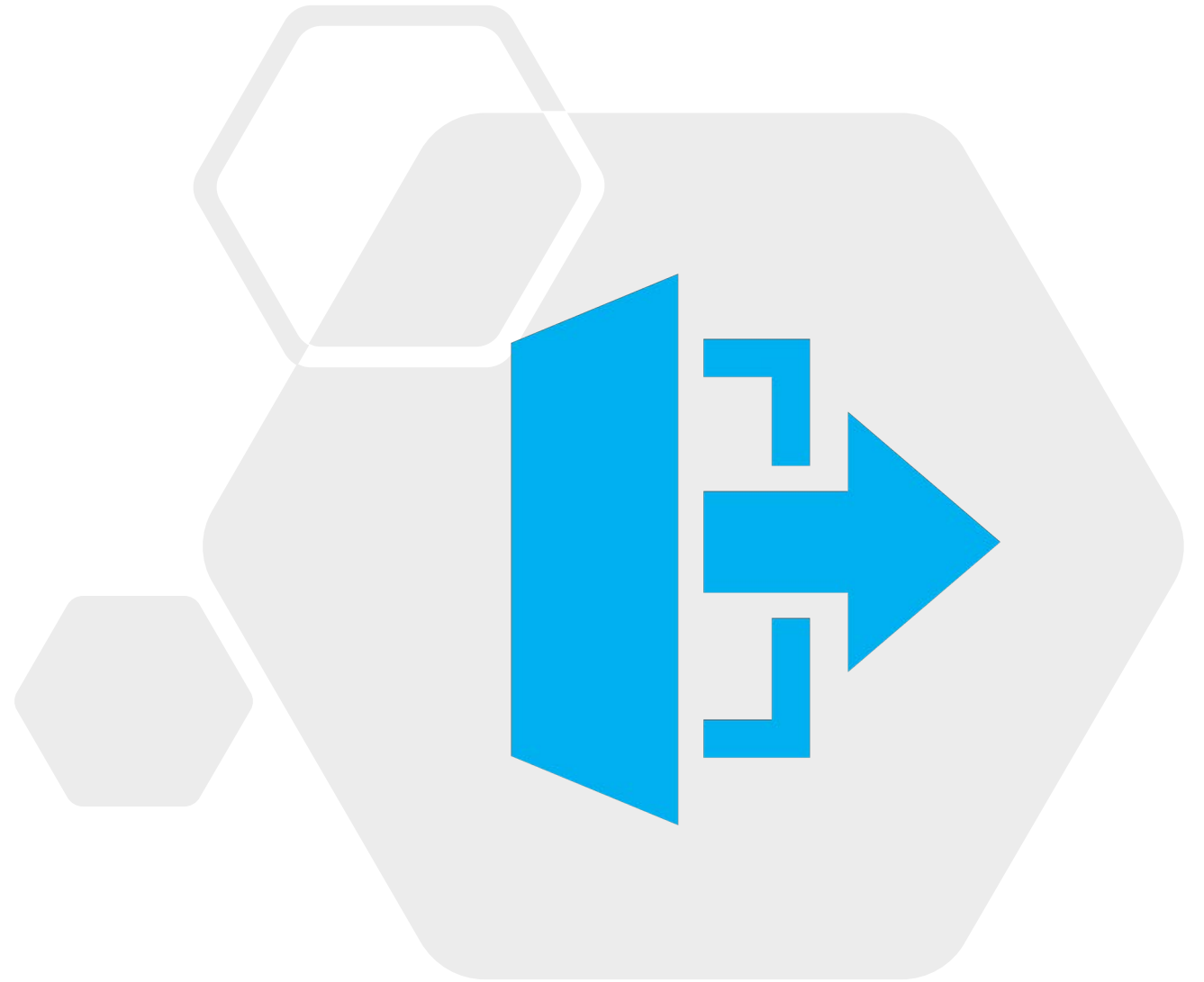
ZIG ZAG WORKING

Is managing your work
time and your home time
in the new WFH or hybrid
world of work.



GREAT RESIGNATION

Is also known as the 'big quit' where employees are resigning from their jobs *en masse*.



How can managers succeed with the new realities of hybrid work?

What kind of management style will work best in the new world of work?

How do we build a successful team when working remotely?

LET'S CHAT

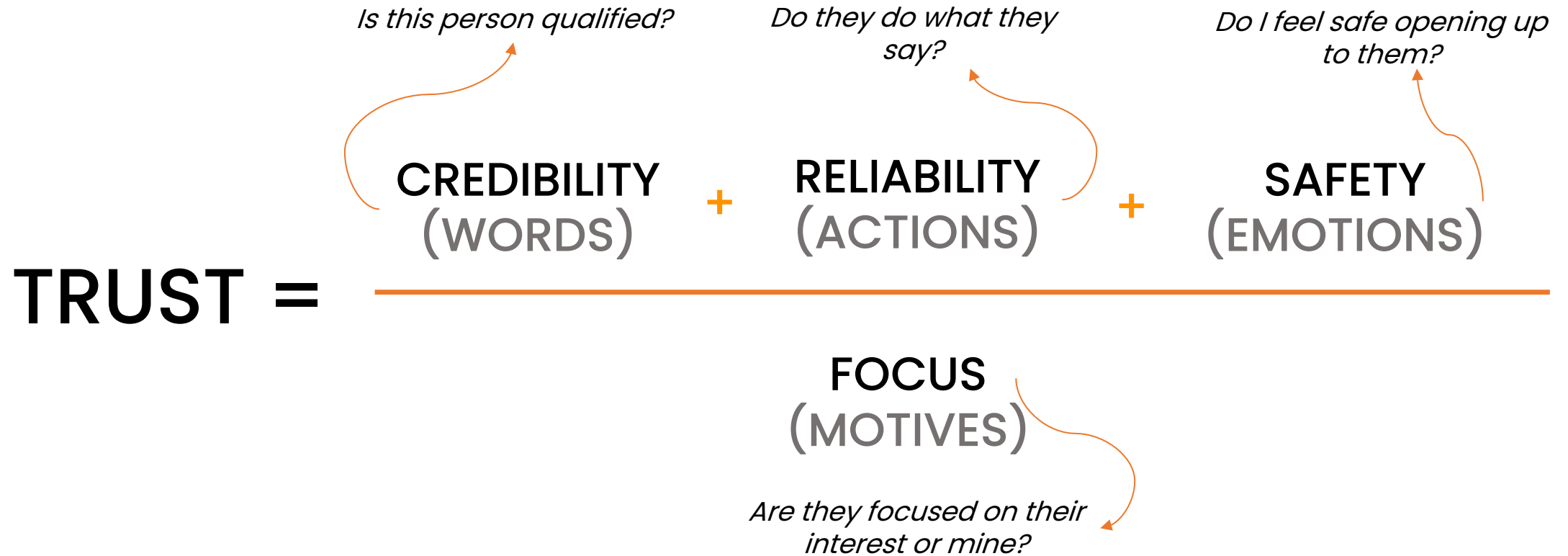
As a leader how can I seize the moment to be a more effective leader?

What are the new key skills of the future?

CONNECTION

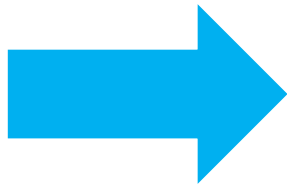
Building trust and
credibility

THE TRUST EQUATION

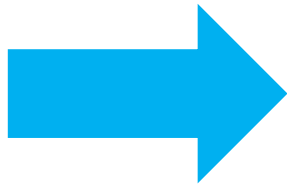


WHAT NETWORKING MEANS TODAY



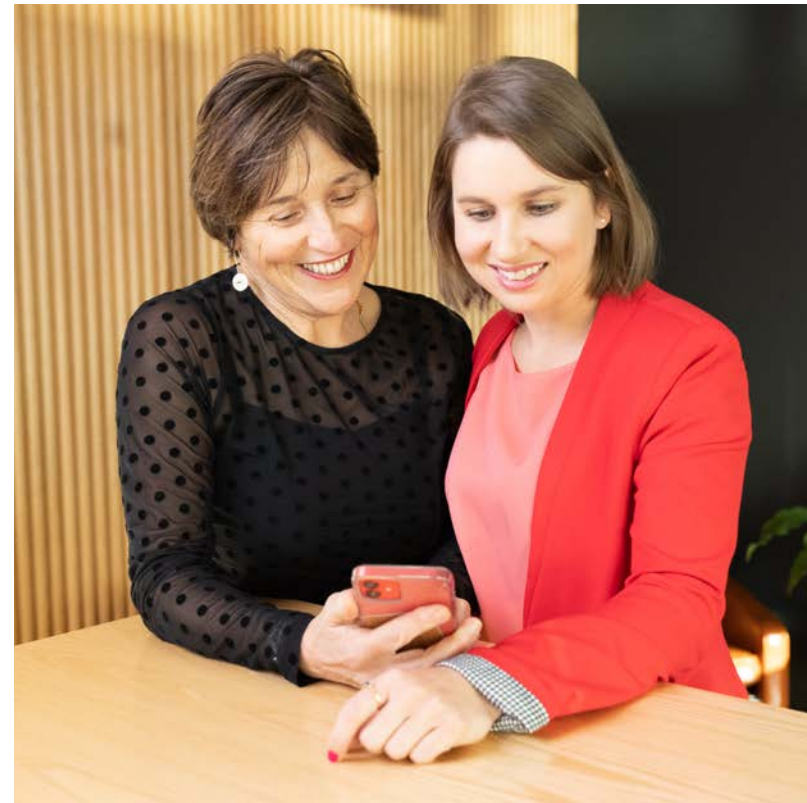


Connecting with others as potential clients and/or strategic partners.



Connecting with others in service of your own goals and career path, be it for mentorship, tips on current openings, or industry insights.

THE POWER OF CONNECTION



WHY DOES CONNECTION IN THE WORK PLACE MATTER



RAGHU KRISHNAMOORTHY

highlights the importance to employees of “checking in and trust.” This need is in contrast to managers whose primary focus is on “performance and goals.”

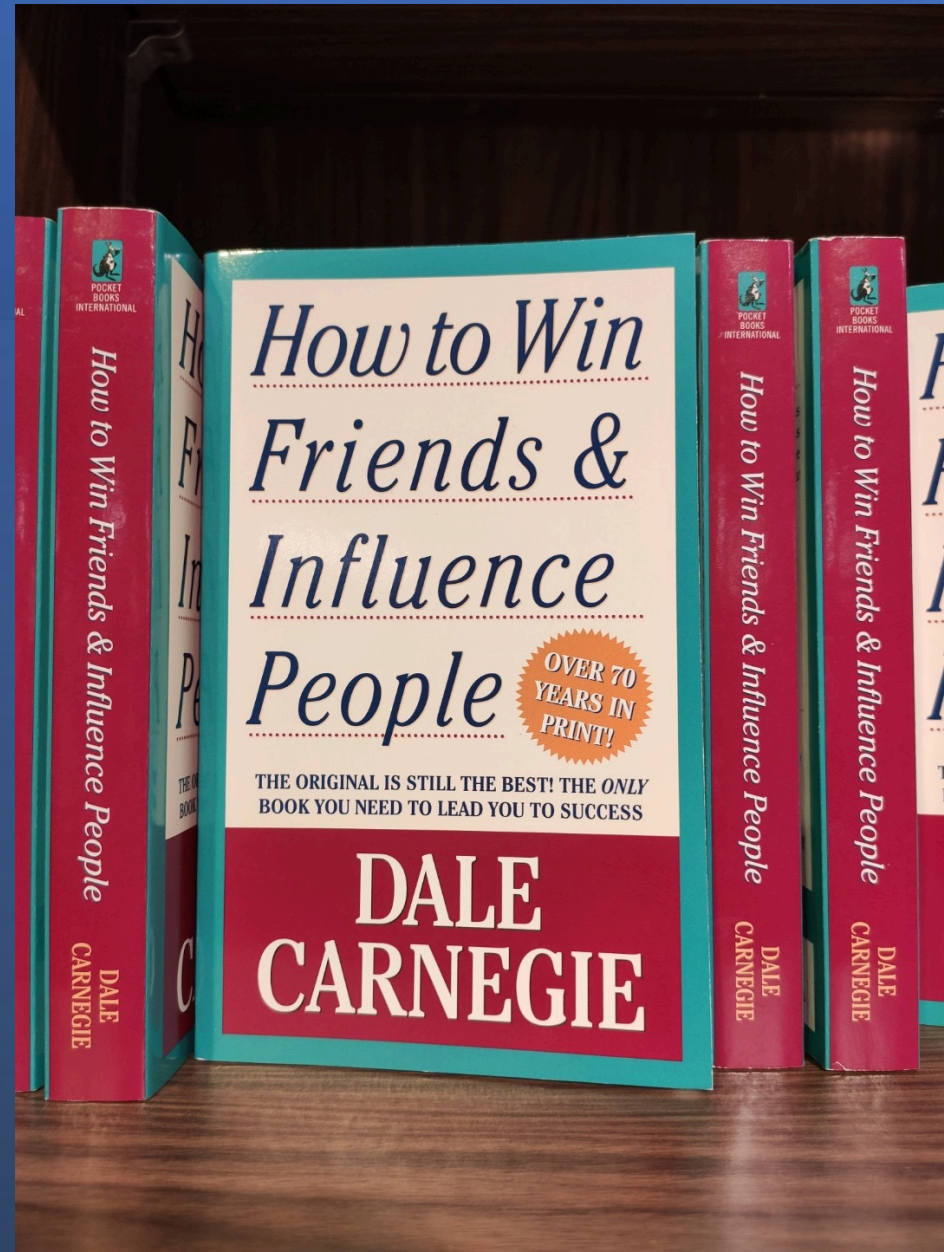
Employees desire emotional connection, while their leaders focus on output and productivity.



“You can make more friends in two months by becoming interested in other people than you can in two years by trying to get other people interested in you.”

Dale Carnegie, 1936





POCKET BOOKS INTERNATIONAL

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DALE CARNEGIE

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LINKEDIN – WHERE CONNECTING HAPPENS

- NZ community now sits at an incredible 2.38+ Million users.
- 47.7% of the NZ population
- Since January 2022 – growth of 10K users
- The organic reach of this platform is MASSIVE.

POLL QUESTION #2

Do you think your LinkedIn profile helps you build your credibility and trust?

**LET'S
CONNECT**



VALUE

What's in it for me?

MOJO

ENERGY

SELF

AWARNESS

SELF BELIEF

THE POWER OF
CHOICE

PERSONAL
GROWTH

YOUR STORY

“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Mary Angelou



Q&A TIME

THANK
YOU





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