**Moving forward together post-strike: reflection questions**

Returning to work after a strike can be challenging, and a people first approach is critical. This means we all have an important role to play in setting the stage for a successful return.

The ICMS team has prepared a series of reflection questions to help everyone take a constructive, human centred approach to getting back to working together.

# **Senior leadership**

* What tone would be beneficial for you to set?
* How do you want to welcome people back?
* What messages are important to share about how you want to move forward together?
* What values need to be communicated to prevent interpersonal conflict?
* What will be your approach to managing the accumulated workload?
* What key messages need to share with managers to equip them in their conversations?
* What support can you offer to your managers and leaders?

# **Managers and Leaders**

* How do you want to lead the way?
* How will you welcome your team back together?
* How will you lead empathetically and listen to how people have been affected?
* What approach to the accumulated workload will be shared and support team wellbeing?
* What challenges from before the strike need to be addressed now?
* How can you be more present with your employees both physically and virtually?
* How can you prepare to have a constructive team conversation where strong opinions are shared?
* How can you create space for your teams to rebuild trust?
* What support do you need from your leaders and how can you get it?

# **Employees**

* How can you reconnect with your colleagues and your work?
* How can you prepare to have potentially difficult conversations?
* How can you support the creation of a path for moving forward?

A coaching session is one way the ICMS team can support you in moving forward.

Created by the Office of the Ombud at TBS