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Resilience to Change: Building Strong Models for a Sustainable Business

Social partners supporting anticipation and management of change after COVID-19 : SPAM-COVID19

Presentation of Project
Kevin J. Borg



AGENDA



- 1. Context*
- 2. The Journey*
- 3. Deliverables*
- 4. Complementarities*
- 5. Reinforcement of Social Partnership*



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CONTEXT



- *MEA always professed the need for innovation, change and transformation to ensure relevance.*
- *2020: MEA noted fast change dictated by challenging circumstances.*
- *Change was being implemented reactively and issues were created.*
- *MEA teamed up with our partners to secure resources for ground-breaking research into the bottlenecks in business transformation.*





CONTEXT

- *Identified the challenges and bottlenecks in the adaptation and management of change – especially those related to the human element;*
- *Design solutions for enterprises for strengthening adaptation and management of change*
- *After the research stage, MEA sought to use the feedback, experience and best practice collated to produce a tangible deliverable for companies.*



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THE OBJECTIVE

We wanted to turn “change” from something reactive to a proactive process deeply rooted in our mindset and in our strategies.

THE JOURNEY



1 Desk & Field Research



*Desk research (Jan-Mar)
2 Surveys (May-July)
175 companies (MEA)
206 employees (GWU)*

2 National Round Table Dialogue



*3 Round Tables (Apr-July)
Sectoral Dimension*

- *Hospitality & Tourism*
- *Wholesale and Retail*
- *Professional Services*

40 Companies involved

3 Brussels Workshop



*SGI Europe led with
the participation of*

- *BusinessEurope*
- *Eurofound*
- *ETUC*
- *UNISOC*
- *Employer Organisations*

- *Norway* ▪ *Malta*
- *Italy* ▪ *Denmark*
- *France*

4 Change Management Manual



*Toolkit for Employers across
all EU Member States :
Tangible guide collated from
validated secondary
research + feedback, best
practice, experience shared
derived from Surveys,
Round Tables & Workshops*



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Social Partners Supporting Anticipation and Management of Change After COVID-19 [SPAM-COVID19]

Survey Report & Infographics

PROJECT ACRONYM - SPAM-COVID19

PROJECT NUMBER - 101051652

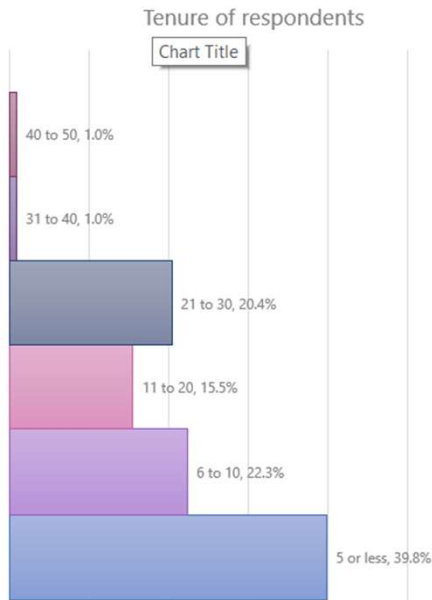


DELIVERABLES
PRIMARY RESEARCH

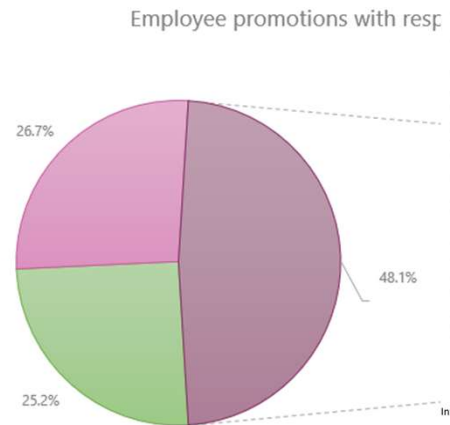
Survey Outcomes

Executive Summary

Infographic 1 – Employee Survey Results

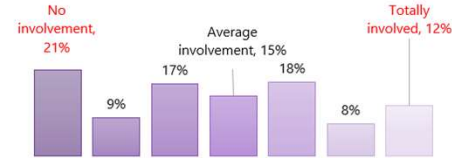


Demograph

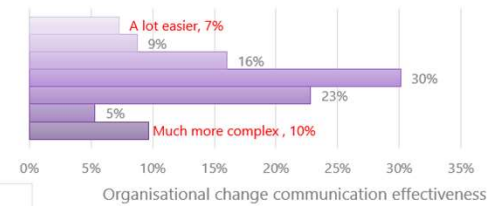


(206 Responses)

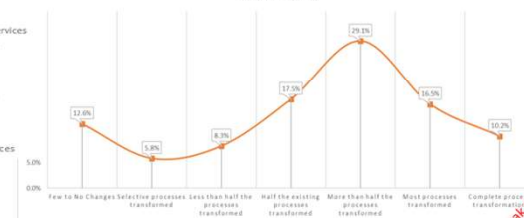
Involvement of employees in changes



Efficiency of new work environment



Extent of transformation with improved efficiency, resilience or sustainability



Organisational change communication effectiveness





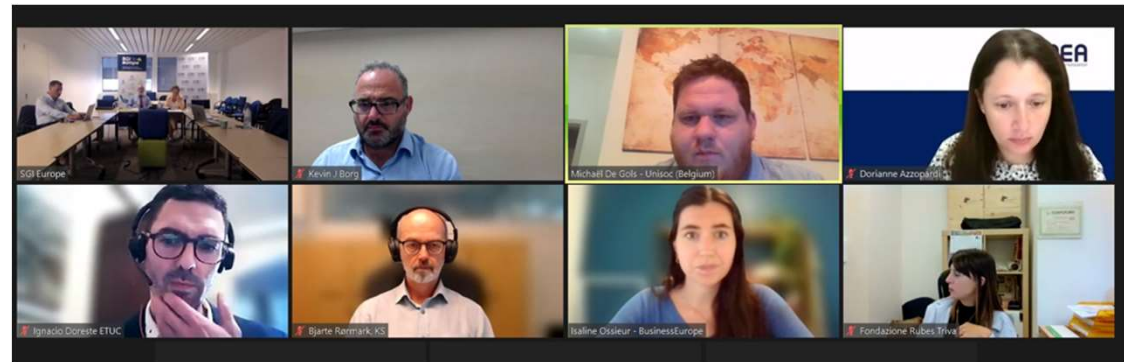
DELIVERABLES

National Roundtables



DELIVERABLES

Brussels Workshop



COMMUNICATION & DISSEMINATION

Why Regeneration Workplaces?

What makes Regeneration Plan for Workplaces ever more relevant?

[Learn Why](#)

regenerationworkplace.eu

Who is behind Regeneration Workplaces?



Malta Employers Association The role of the employer carries with it the burden of many responsibilities emanating from the employer-worker relationships within the company. These responsibilities entail critically sensitive elements such as employee relations, relations with

in Search

Home Jobs

REGENERATION PLAN FOR WORKPLACES

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DELIVERABLES

Social Media

Regeneration Plan for Workplaces · 1st EU Funded Project at Malta Employers' Association

Valletta, Malta · [Contact info](#)

444 connections

Michaela Vassallo and 15 other mutual connections

[Message](#) [More](#)

Facebook navigation icons: Home, Profile, Video, Activity, Groups

REGENERATION PLAN FOR

Regeneration Plan for Workplaces

20 likes · 339 followers

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Navigation tabs: [Posts](#) [About](#) [Mentions](#) [Reviews](#) [Followers](#) [Photos](#) [More](#)

Intro

Posts [Filters](#)



PROJECT COMPLEMENTARITIES

- Knowledge becomes part of BAU
- Manual enhances MEA USP
- New content for MEA TV
- Added chapter for Handbook
- New website and social media pages
- Strengthened relations with partners
- Widened network of specialist partners





PRESENTATION OF THE PROJECT

THANK YOU

Team Members

MEA

*Joe Farrugia
Dorianne Azzopardi Cilia
Michaela Vassallo
Anton Vella
Robert Debono
Marika Huber*

SGL Europe

*Valeria Ronzitti
Maxime Staelens
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Stefan Enrica*

GWU

Kendrick Bondin



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THANK YOU



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