

Creating a Better World of Work Now, for the Future

Veldhoen + Company's mission to Create a Better World of Work hasn't changed, but the focus, conditions and priorities have shifted as a result of Covid-19. The pandemic has been a catalyst for organisations to become deliberate about why their old ways of working no longer serve them.

Our ambition has always been to co-create new, activity-based ways of working that encourage teams to connect, individuals to flourish and organisations to thrive. Never has an activity-based approach been more valuable. Instead of merely putting out fires and hoping for survival, an activity-based application of three critical lenses: Security, Self-Direction and Universal Compassion helps to pioneer more adaptable organisations. With adaptability, organisations can ensure survival, while building the capability needed to thrive in an increasingly unpredictable world.

How can Veldhoen + Company support your organisation in Asia Pacific

- Post-COVID-19 Workplace Strategy advisory services including functional design briefs for adaptable and safe working environments

- HR policies and programs linked to Blended Working with benefits and incentives linked to mixing workstyles of various teams and employees
- Blended Workstyle Strategy (a blend of working from home, the office, and 'third spaces') to build an adaptable organisation. This includes a thorough analysis of your teams, collaboration patterns, and preferences for remote vs non-remote working to identify what is your adaptable balance as an organisation.
- Assess the team cohesion factor of your teams, develop and deliver tailor-made programs to train managers to coach and lead high-performing blended teams effectively.
- Holistic Wellbeing Strategy and Program for your employees
- Feasibility Studies to assess the teams' readiness to move towards a blended way of working. This study also supports the organisation to identify the various spaces required to best support its activities.
- Training programs for People Managers to create the necessary cultural conditions for adaptable teams.
- Teams training to develop and strengthen Team Connections
- Self-discretion training programs to strengthen individual employee skills to identify, manage, plan, and carry out the work activities in the most productive way from any location they choose to work from.
- Facilitate inspiration and engagement sessions with Senior Stakeholders to explore what the learnings of the COVID-19 disruption mean for the purpose of your workplace.

About the Authors



MARTIJN JOOSTEN, Australia

Martijn's mission is to create a better world of work through a co-creative and inclusive approach, where the way of working becomes an enabler for organisational results and a culture that empowers people to make their best choices. He is an experienced consultant, program manager, relationship manager, and coach.

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MILLIE LETORI, Australia

Millie believes that making mindful and deliberate choices about how you work unlocks passion, responsibility, creativity and adaptability. She looks forward to helping her clients navigate the post-pandemic evolution of work, having supported organisations for over 10 years to make mindful choices about how they work.

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MANJUSHA MERRYMAKER, Australia

Manjusha is passionate about creating a better world of work through inclusive practices and cultural change. Her range of experience includes consulting, relationship management, facilitation, communications, coaching, strategic and operational human-centred business decisions.

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IOLANDA MEEHAN, Singapore

Iolanda has been living in Asia for 11 years with her family, enjoys the variety of cultures, traditions, norms and diversity of food. She is passionate about the Future of Work specifically on strengthening teams and transforming organisations.

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FAYE HUGO, Singapore

Faye is a true nomadic worker and strong believer that meaningful work consists of what you do and why you do it, not always where you are. She is an advocate of wellness at work, a trained architect, workplace strategist, and a WELL Accredited Professional specialising in workplace environments.

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