

# Innovative workplace solutions of Vides Dizains

Innovative Entrepreneurs and  
Innovation Support for SMEs:  
Knowledge Alliance "Human  
Resources and Organizational  
Development" – **KAforHR**



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# Impact of the Covid-19 on working conditions

- World Health Organization has announced the Covid-19 pandemic on 13 March 2020 all over the World. Next day many of workers started to work virtually. This was something completely new for us and many others.
- Covid-19 has required to change fast our office habits and working environment, as well as management style and habits. It required workers to acquire new skills and change their qualifications.
- The KA4HR project was just in time to make us think about changes and implement innovation in human resources management. It offered a lot of good practices and experiences we could learn from.



# What happened with the Vides Dizains company?

- We have started to use coworking spaces, which is also recommended by the KA4HR project, already before the Covid-19 pandemic has started. We have benefited from it, because we saved office costs and didn't need to buy new computers and office equipment that was provided by coworking offices. We allowed workers to work 4 days per week from home or coworking office. We paid coworking office costs. One day per week we all met in the office. Also, workers were able to save money for transportation costs.
- These changes helped us to prepare for the situation that we had to face after the Covid-19 started. This required us to continue workplace innovation.
- We had to work distantly. Therefore, we needed to move to much smaller office that could be easily transferred into individual workplaces or a big room, where we could all come together for a meeting.



# Working and innovating under new conditions

- Now we have a hybrid office, where we can work in presence and from distance, have meetings and transform it according to different needs. Our employees can freely choose, where to work.
- According to the example provided by the KA4HR project Vides dizains introduced a new non-monetary innovation – flexible working hours – workers can plan their working days and hours focusing on achieving results, not the working process itself. Therefore, we are delegating responsibility and control function to employees themselves. They must to make sure that desired results are achieved during a particular time frame.
- We also have a flexible vacation planning – employees can take their vacation in different times, not exceeding a number of allocated days.
- We must to recognize that the hybrid model is economically more efficient for companies and employers. Also, employers find it more and more acceptable and efficient. We are starting to recognize it.



# Working under new conditions

- There are also other non-financial innovations we are using, such as greeting our employees in their Birthdays. Even if we can't greet them in the office, we are sending them flowers or presents with courier service and greeting them during online meetings.
- After we learned about KA4HR office innovation examples we started organizing brown bag lunches once per week. We also tried to keep this tradition during pandemics, except if there isn't a lockdown. We found it very useful under conditions of distance working to keep a feeling of being the team. For team building we have invented the Team Day, when everybody, who can comes to office and we have reunions and other activities. In this way we are trying to involve all employees in strategic decision making. For example, we ask employees to come up with proposals, how to work during the pandemic and not to lose the motivation.
- For team building we are also organizing online workshops and lectures for our employees on topics, which are particularly important for our work – energy efficiency solutions, use of solar panels or development of golf courses.
- On the overall the Vides dizains has introduced a new workplace concept and working style, as well as adjusted internal communication in order to reach all employees irrespective of their workplace. We are moving to a new way of thinking and our system of values is changing to meet requirements of the future, which required new skills and training.



# Balancing work and private life

- We must take into account that our private life has become more important than ever before and it's difficult to separate it from work, especially if working from home.
- We are also missing office life, jokes and coffee breaks, meetings in presence and parties. Hopefully we will be able to return our old traditions. This is very important for employees to get to know each other and to talk to make sure that your colleague isn't simply a German person, but a particular person to cooperate with and work in the same team.
- Today we are challenged constantly look for new solutions and possibilities. We are facing a new situation that bring new changes.



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We wish you all to be successful  
dealing with your challenges and  
using new opportunities!



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