

# Connecting Through Redeployment

The realities and challenges of furlough can cause uncertainty and disconnection. Keep in mind that all communication must be off-network and not work-related. Here are some helpful tips for staying engaged and connected to those who have been affected by furlough.

## Leaders



### Set expectations

- Team members who are redeployed may have a lot of questions. *Am I still on this team? Who do I take direction from?* If possible, collaborate with the leader they'll be working with through redeployment to set expectations.



### Keep lines of communication open

- Reemployment is temporary – you aren't losing a team member permanently. So it's important to maintain communication. Redeployed team members should still be invited to huddles and team meetings as their schedule allows.



### Build a culture of resiliency

- Prepare your team to face any challenges resulting from redeployment. Ask team members who are not redeployed to step in and help with different or additional work if necessary.

## Team Members



### Embrace a growth mindset

- Redeployment is an opportunity to help the organization *and* build your knowledge and skills in a new area. Be open to this opportunity! Identify the ways in which this new work may support and/or collaborate with your role and team. Ask questions to better understand the work.



### Stay connected

- Your team is still your team. Check in with your leader regularly to let them know how things are going. Reach out to colleagues and schedule "happy hour" or coffee chats after work hours.



### Establish communication with the team you're supporting

- A new team is a whole new experience. Make sure you know the expectations for the role. Get to know your temporary team members and leader. Pay attention to get a feel for the team's culture.



For more information, encouragement, and resources during the COVID-19 pandemic, check out the [OD&L Employee Resource page](#) or use your smartphone camera to scan this QR code.