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Emerging Management Practices in The Pandemic Era

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ABSTRACT

During the past 2.5 years, since the global pandemic hit, there has been a void in research of management practices. Together in partnership with Burke Research, our management coalition has studied the practices of 200 top managers to determine current, and future, states of the management profession. We will present key findings of our research including management's initial reactions - where they practiced avoidance - and subsequent responses of how they have changed their attitudes toward communications with remote workers. We will also present data on the new roles of management and explain how management priorities have shifted during the past 2.5 years. For instance, performance, while still important, has become less of a singular priority for managers. While wellbeing and everything remote work represents (from productivity to schedule flexibility) are becoming increasingly important priorities for managers. Our research provides evidence on how professionals and organizations alike are entering into a new era of growth and opportunity in world of management.

Keywords: remote work, management reset, virtual work culture, acts of wellness, performance paradox.