

There is no “one-size-fits-all” solution for leaders and teams as we move towards co-existing with COVID-19. As a leadership team, there is mandatory work we must complete first, before any employees return to the workplace. There are also a variety of offerings to help us lead safe and effective teams forward. Use this roadmap in the context of your own team and worksite to meet applicable health and safety requirements. More details are available on the new [Leaders' Resources page on phsa.ca](#).

Mandatory steps

1. Assess the risks in our workplaces

Designated leads for both clinical and non-clinical settings will be completing a facility risk assessment. All leaders should review the hierarchy of controls to understand how we're mitigating the risk of exposure to COVID-19 in the workplace. See the [physical health section](#) of leaders' resources.

2. Review your facility's safety plan

Findings through the risk assessments (step 1) will be addressed in a safety plan for each facility. We expect the safety plans will be complete in July. At that time, please review and share the safety plan with your team. See the [physical health section](#) of leaders' resources.

3. Communicate key safety principles, guidelines and procedures

Share the key safety principles for the workplace and new COVID-19 guidelines with your team members. There are guidelines for attending the worksite, becoming sick, maintaining a safe and inclusive culture, remote work, shift rotations and travel. Use the email template if you wish. See the [physical health section](#) of leaders' resources.

4. Check-in with each team member

Follow the individual employee readiness check-in guide to support your conversations to gauge their readiness, concerns and questions prior to reintegration. See the [psychological health section](#) of leaders' resources.

5. Familiarize yourself with leadership development resources

If you are leading remote teams, attend the Leading Virtual Teams workshop – register today! Review the list of other optional resources available to support you and your team. See the [leadership support section](#) of leaders' resources.

Optional resources

1. Register for “Co-existing with COVID-19: Leaders' Workshop”

Give yourself an opportunity to reflect on all that you've learned and how you can move forward to be an even more effective leader. [Register on Learning Hub](#).

2. Visit the PHSA Leadership Academy

Check out the [Leadership Academy on POD](#) for a wide range of resources, including 45-60 minute “Learning Bursts” on many different topics e.g. coaching, managing anger and anxiety, unconscious bias.

3. Connect with your leadership coach

Every area of PHSA has a dedicated leadership coach who is your main point of contact for resources we offer through the PHSA Leadership Academy. See the [leadership support section](#) of leaders' resources.

4. Register for “Individual Psychosocial Check-In Training for Leaders”

This 45-minute session will guide you in providing a first-line response to staff experiencing psychological distress in the workplace. [Register on Learning Hub](#).

5. Sign up for a “Co-existing with COVID-19” session for your team

Psychological Health and Safety leaders can facilitate a session on a topic of your team's choice. Request a team session by contacting psychhealthsafety@phsa.ca.

6. Register for “Resilience in the Workplace: Co-existing with COVID-19”

Learn about the seven factors of workplace resilience in the context of co-existing with COVID-19. This 1.5-hour interactive session is available on Learning Hub or by request to psychhealthsafety@phsa.ca.