

A vibrant orange poppy flower is the central focus, partially open and showing its dark center. It sits in a field of tall, green grass that is slightly out of focus. The background is a clear blue sky with soft, wispy clouds. The overall mood is peaceful and hopeful.

WHAT WE CAN DO **NOW**
FOR OURSELVES & EACH OTHER

We are all in this together.

RSP



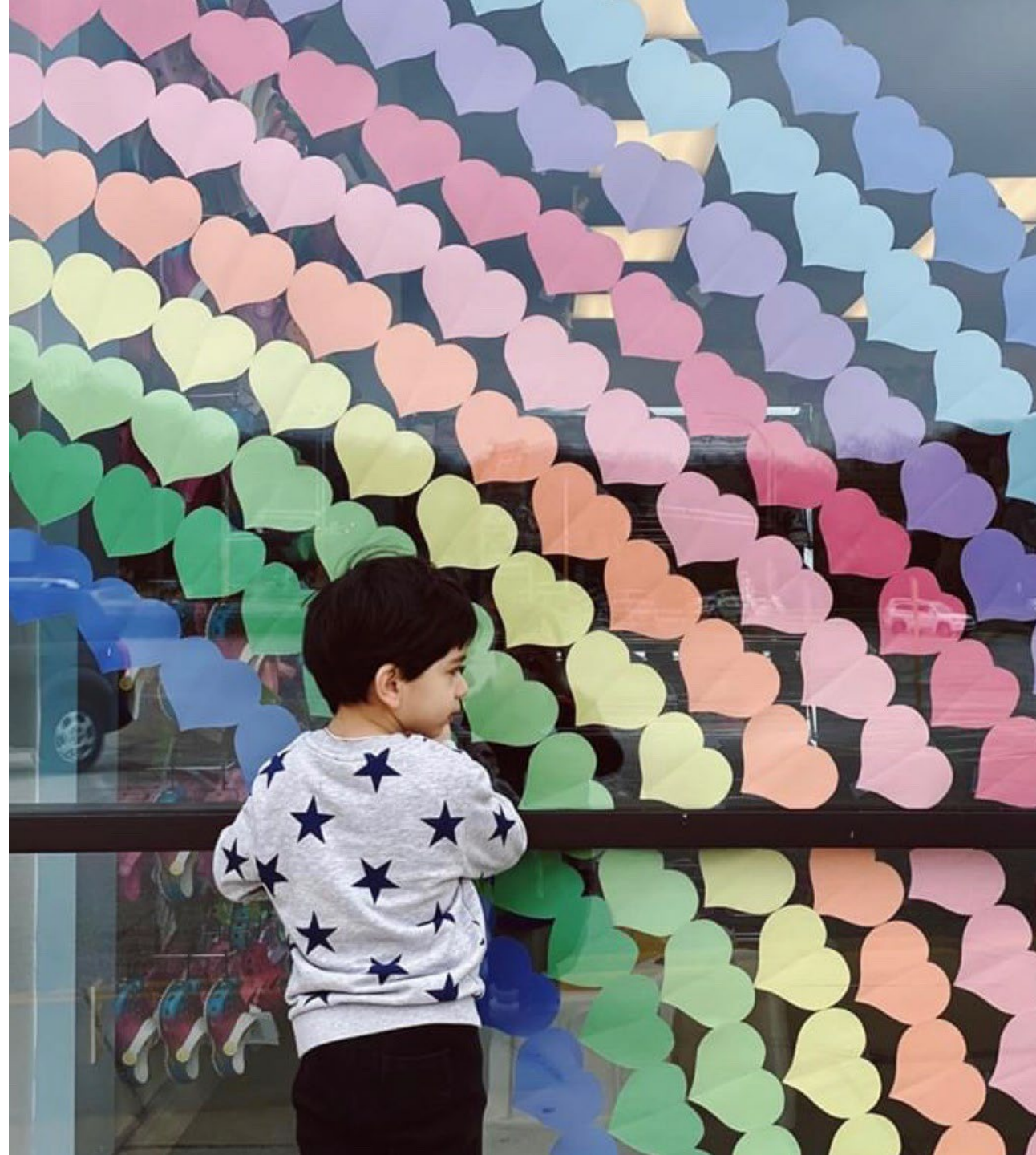
Covid-19 is reminding us that we are all connected and something that affects one person has an effect on another.

– Bill Gates

INTENTION

- Support each other
- Share practical approaches
- Strengthen Rochester community

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THE SHIFT

FROM	TO
Caring for others first	Caring for ourselves first, so we can care for others well
Work Life Balance	Work Life Harmony
Profits & Productivity	Well-being & Performance

An aerial photograph of a beach with turquoise waves crashing onto the shore, creating white foam. The text "SIMULTANEOUS WAVES OF CHANGE" is overlaid in the center.

SIMULTANEOUS WAVES OF CHANGE

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ACKNOWLEDGE UNCERTAINTY

Collective Grief

- Chaos & Confusion
- Loss & Sadness

Priority

Care & compassion for self & others

- Acknowledge feelings
- Giving & Receiving

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RECLAIM & RESTORE RESILIENCY

Shifting from Surviving to Thriving

- Recovering from setbacks
- Stretching into new territory

Priority

Making home, school & work environments
physically and psychologically safe

- Nurturing new ways of **being** that lead to new ways of **doing**
- Reigniting passions & soaring creativity
- Gathering safely & honoring milestones

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MASSIVE INNOVATION

Sharing Resources

Minimal Viable Idea (MVI)

- Collaboration & Partnerships
- Co-creating individuals, teams, organizations, cities, countries

Priority

Well being for all

- Accelerated Change
- Continuous Learning

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FOUR PILLARS OF SUPPORT

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FOUR PILLARS OF SUPPORT

1. **Physical Health**
2. **Financial Health**
3. **Mental Health**
4. **Relationship Health**

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POLLING

During this time of social distancing, remote working & online school, what areas do you find the most challenging?

- Staying physically active and healthy
- Taking time for self-care
- Adhering to a routine that supports well-being & performance
- Understanding financial implications and making adjustments
- Managing stress, anxiety & depression
- Fostering supportive relationships (home, work & community)
- Adjusting to changing needs and requests

PILLARS OF SUPPORT

1. **Physical Health**
2. **Financial Health**
3. **Mental Health**
4. **Relationship Health**

*What can we do **now** to improve the well-being & performance of ourselves & each other?*

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THE NEW NORMAL
WELL-BEING & PERFORMANCE FOR ALL

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A close-up, over-the-shoulder shot of a young child with dark hair, wearing a light-colored shirt. The child is holding a small, black and white striped zebra figurine in their left hand and a slice of pizza in their right hand, offering it to the zebra's mouth. The background is a blurred indoor setting with wooden furniture. The text is overlaid in the center of the image.

As you grow older, you will discover that you have two hands, one for helping yourself, the other for helping others.

– Audrey Hepburn

PEOPLE

TAKING CARE OF OURSELVES SO WE CAN CARE FOR OTHERS WELL

Self

- Radical self-care
- Establish a routine
- Manage news intake
- Beware of hearing fatigue

Others

- Stay connected
- Share your experience
- Practice compassion

Leaders

- Double down on communication
- 1-on-1 touchpoints every day
- Center yourself before delivering communications

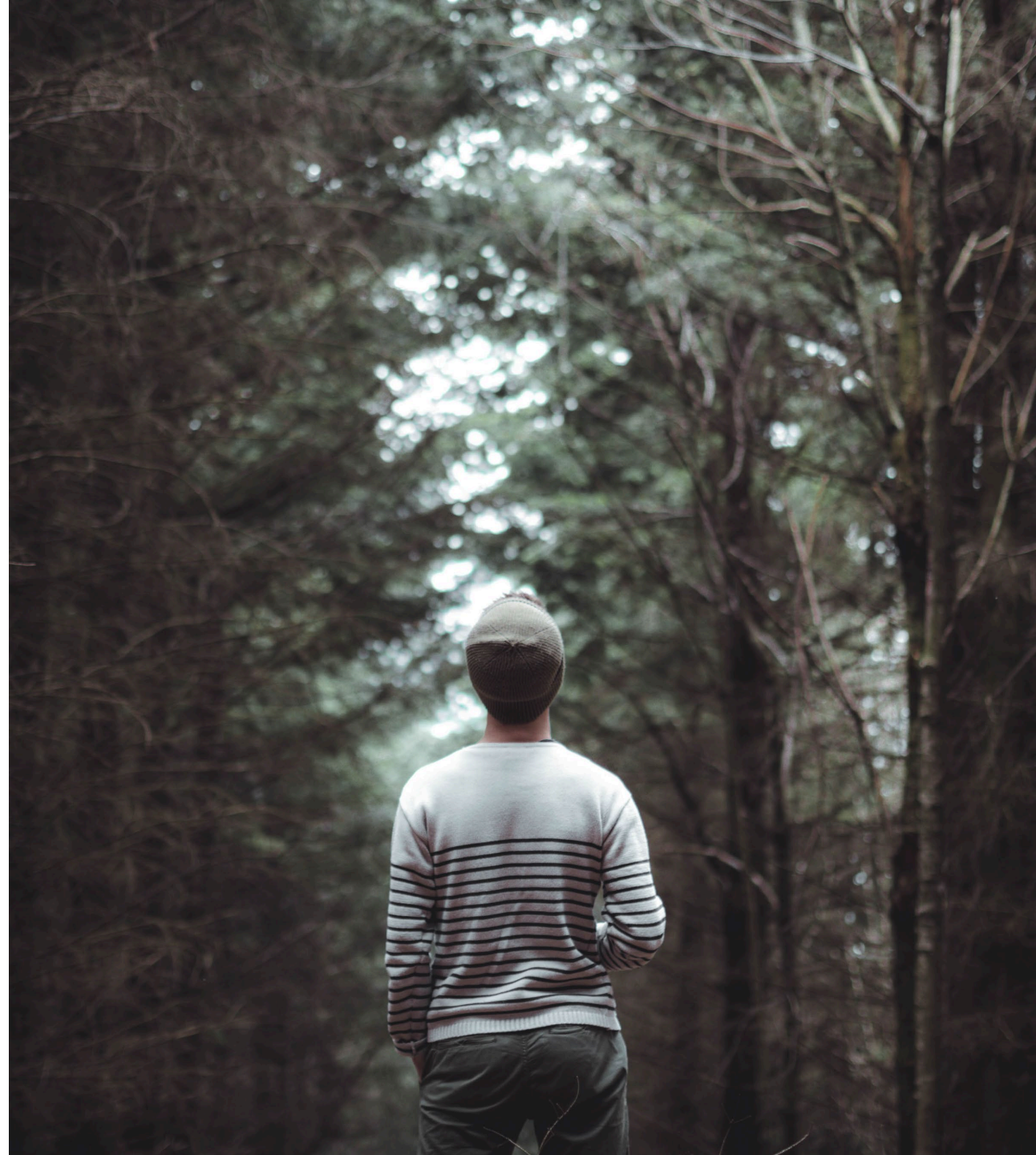
PEOPLE

HOLDING SPACE & MORALE

Set an Intention

- Connect with an open mind & open heart
- No need to fix/solve, just listen
- Be vulnerable and share how you are feeling
 - How are you feeling today
 - How is your family?
 - What are you experiencing?
 - What are you finding challenging?
 - What are you finding satisfying?
 - What are you doing to take care of you?

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PEOPLE

TAKING CARE OF OUR COMMUNITY

Assume there is Enough

- Partner
- Share resources
- Co-create new solutions
- Engage in new experiments

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POLICY

SUPPORTING HEALTHY & SAFE BEHAVIORS

- Determine new policies & protocols
- Formalize plan to communicate, educate, reinforce & measure
- Action plan, if policies & protocols are not followed
- Building entry protocols (employees & visitors)
- New cleaning routines
- Social distancing practices
- Utilization of space
- Succession planning

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PLACE

FOCUSING ON PHYSICALLY &
PSYCHOLOGICALLY SAFE SPACES

The role of 'space' will change

- Uncertainty: Provide safety & access to resources
- Resilience: Skills development & mind-training
- Innovation: Learning laboratories & rapid design testing

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PLACE

FOCUSING ON PHYSICALLY & PSYCHOLOGICALLY SAFE SPACES

Home

- Comfort: Ergonomic furniture
- Delineation: Create different spaces for different needs
- Focus: Limit distractions
- Enjoyment: Surround yourself with things that bring you joy

Work

- Hygiene: Hygiene stations
- Security/Access: Change locks
- Air Quality: Mechanical systems checked
- Life Saving: Smoke detectors checked, sprinklers flushed

Community

- Transportation: Arrival & departure cues
- Parking: Payment hygiene, security
- Gatherings: Movement, connection & enjoyment

ROCHESTER CHAMBER MICROGIVING

1. Physical Health
2. Financial Health
3. Mental Health
4. Relationship Health

What do you need now?

What do you have to give now?

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HI NEIGHBORS,

IF YOU NEED ANYTHING AT ALL AND
ARE UNABLE TO LEAVE THE BUILDING
FOR ANY REASON, PLEASE FEEL FREE
TO RING A3. HAVE A CAR, AND AM
HAPPY TO HELP HOWEVER POSSIBLE.

WHAT WE CAN DO NOW

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WHAT WE CAN DO NOW

FOR OURSELVES & EACH OTHER

For Yourself

Priority: Taking care of you

- Grieve your losses
- Establish routines
- Be kind to yourself

For Others

Priority: Connecting with others

- Connect often to share a story, tears & laughter
- Do things that create a sense of accomplishment & celebrate it
- Be compassionate

For Your Business

Priority: Making healthy & safe spaces

- Conduct building resets
- Develop new policies & procedures
- Create a communication & education plan

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QUESTIONS?

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Current Activities Report

1. www.rochesterchamber.com – Redesigned to be trusted, most up-to-date COVID info
2. Curated access to subject matter expertise (webinars)
 - New programs/updates on regs and implementation
 - Strategic & appropriate use of new programs to support business continuity
 - Workforce economic support (UI, Families First, CARES)
 - Workforce health & community connectivity
3. Partner collaboration
 - SCORE | Cheryl Thode | Cheryl.thode@scorevolunteer.org
 - SBDC | semnsbdc@gmail.com | * increased capacity
 - RAEDI
 - Local Government
4. Advocacy
 - Local (City & County) – Reduce the cost of doing business
 - State – Business property tax deferral*
 - Federal – Identify/communicate needed clarity to CARES Act

Please contact kharrington@rochestermnchamber.com with suggestions for additional services