

# COVID 19- CHANGED WORKPLACE DYNAMICS.


Building and fostering an  
**agile and responsive** culture



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# Knowledge Sharing Committee & SAI India Perspective

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- ✓ Pushes us to rethink the current approach.
  - ✓ Re-ignites the need to look at different and unexplored options.
  - ✓ Helps in trimming and fine-tuning existing approaches

# COVID-19

## IMPACT OF

**disruption**







## COVID-19 - The Impact of Disruption

- I. How KSC and SAI India handled the Changing Workplace **Dynamics**.
- II. Leading during Disruption - How did we effectively React and **Respond** to the Crisis.
- III. Dealing with Disruption – **Focus areas**, Challenges and Strategies.
- IV. Mitigating the **Challenges**.-- SAI India.



# How KSC handled the Changing Workplace Dynamics

- Activities of the KSC and its working groups on normal lines till **February** 2020.
- **March, April** 2020 SAIs concentrating on keeping their operations in continuity and safeguarding their personnel.
- **May, June** 2020 Knowledge sharing activities had to take a backseat.
- Work in real sense started from **July** onwards.
- KSC foresees this new work dynamics to continue for long.

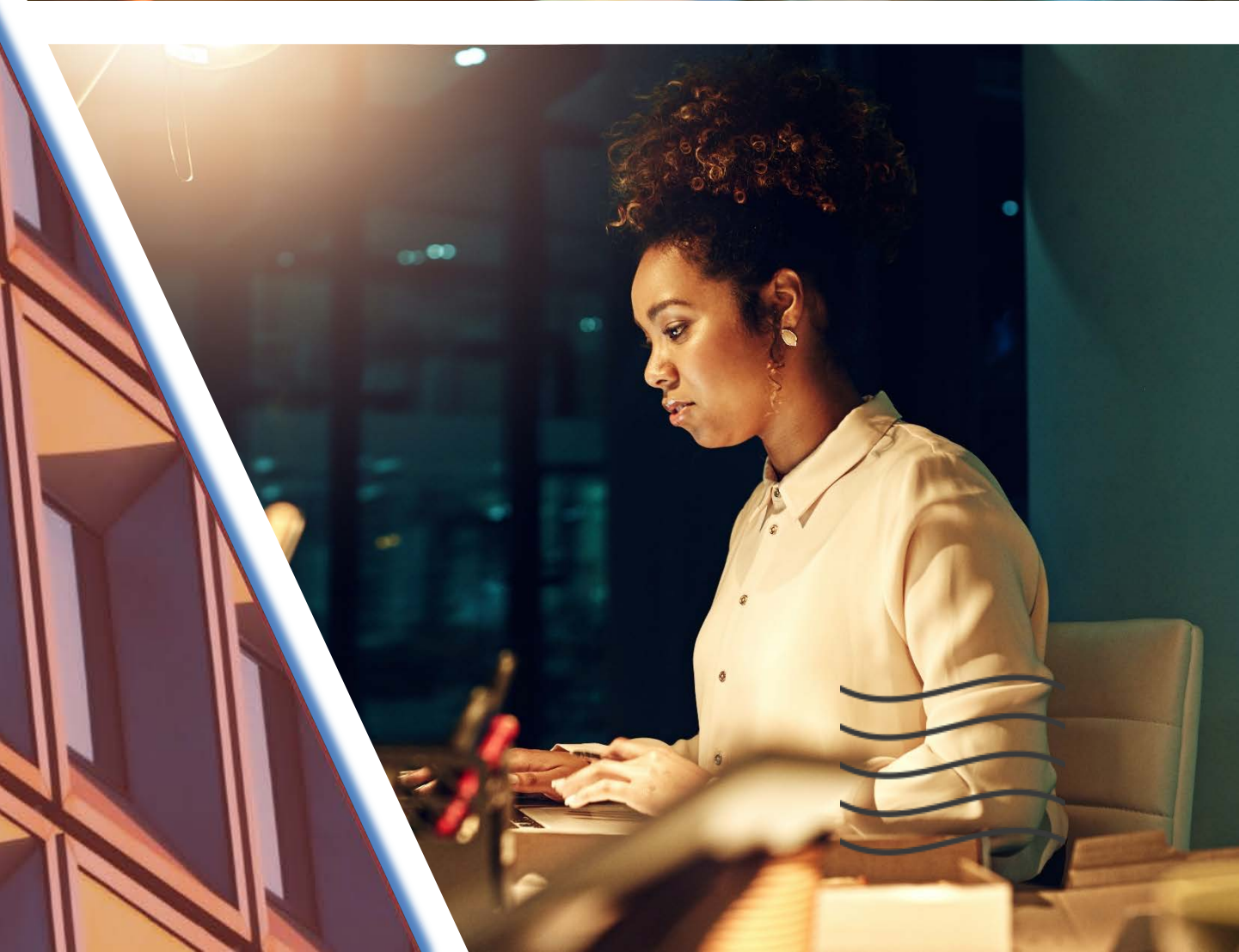






# Leading during Disruption –

# How KSC effectively Reacted and Responded to the Crisis



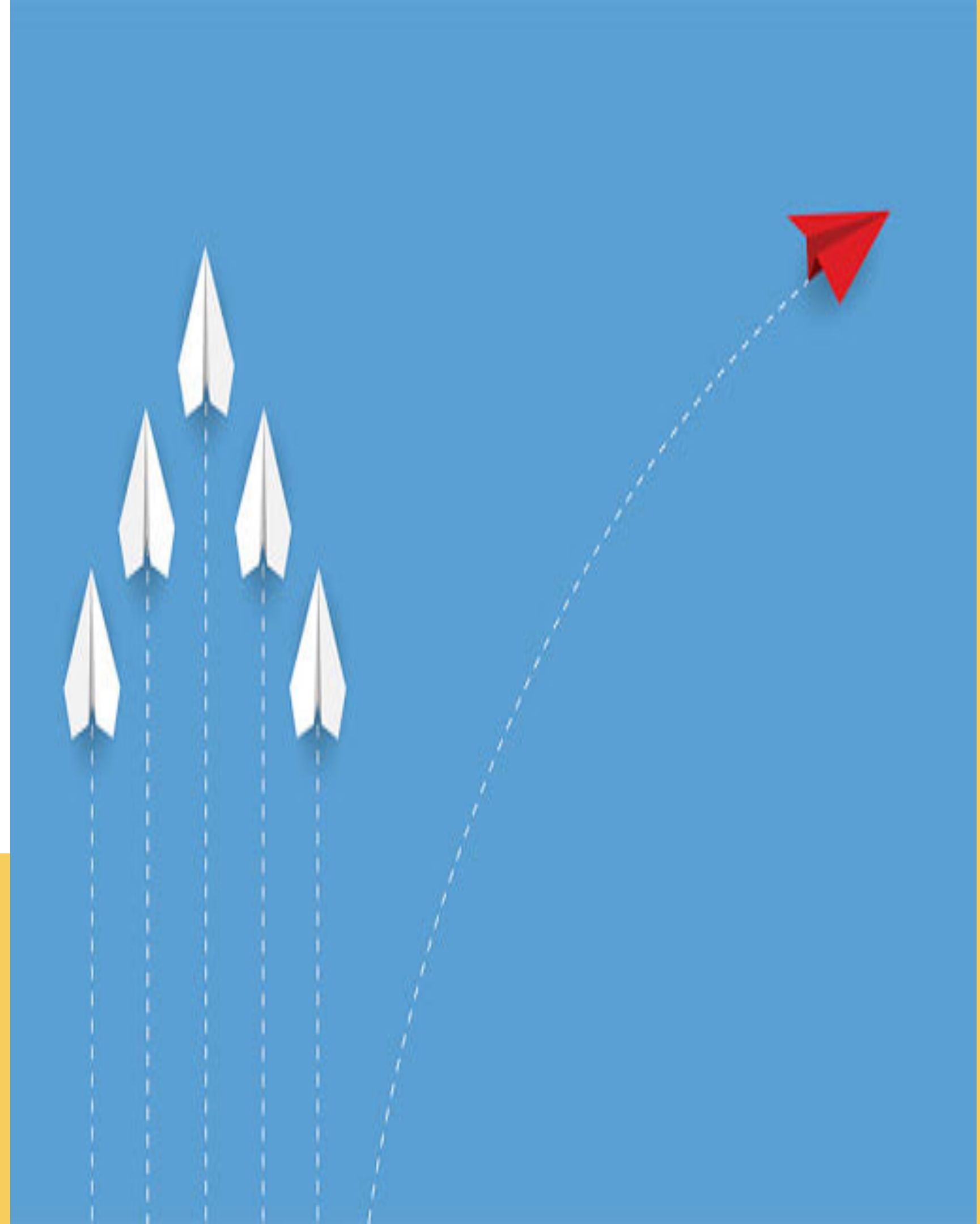


- Strategic objective of Goal 3 is refinement of the results of working groups and Adhoc teams.
- INTOSAI Community Portal helpful.
- Enabled and empowered SAIs/WGs.
- Continuously engaging with all working groups and Project teams.
- Collaborating with IDI in rolling out (SDG 3.d) Audit
- Present focus is on what is crucial and important.
- Work on the future

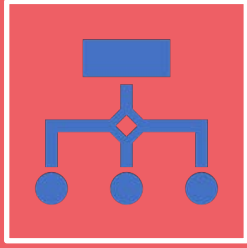




# KSC Dealing with Disruption - Focus areas



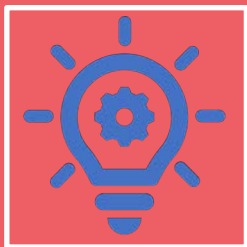




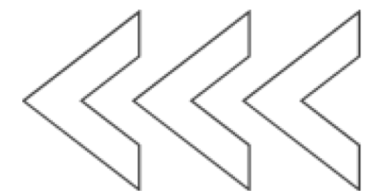
To Make available various online mode both related to internal workflow as well as audit processes.



WGs to enhance the Auditee and stakeholders' interactions.

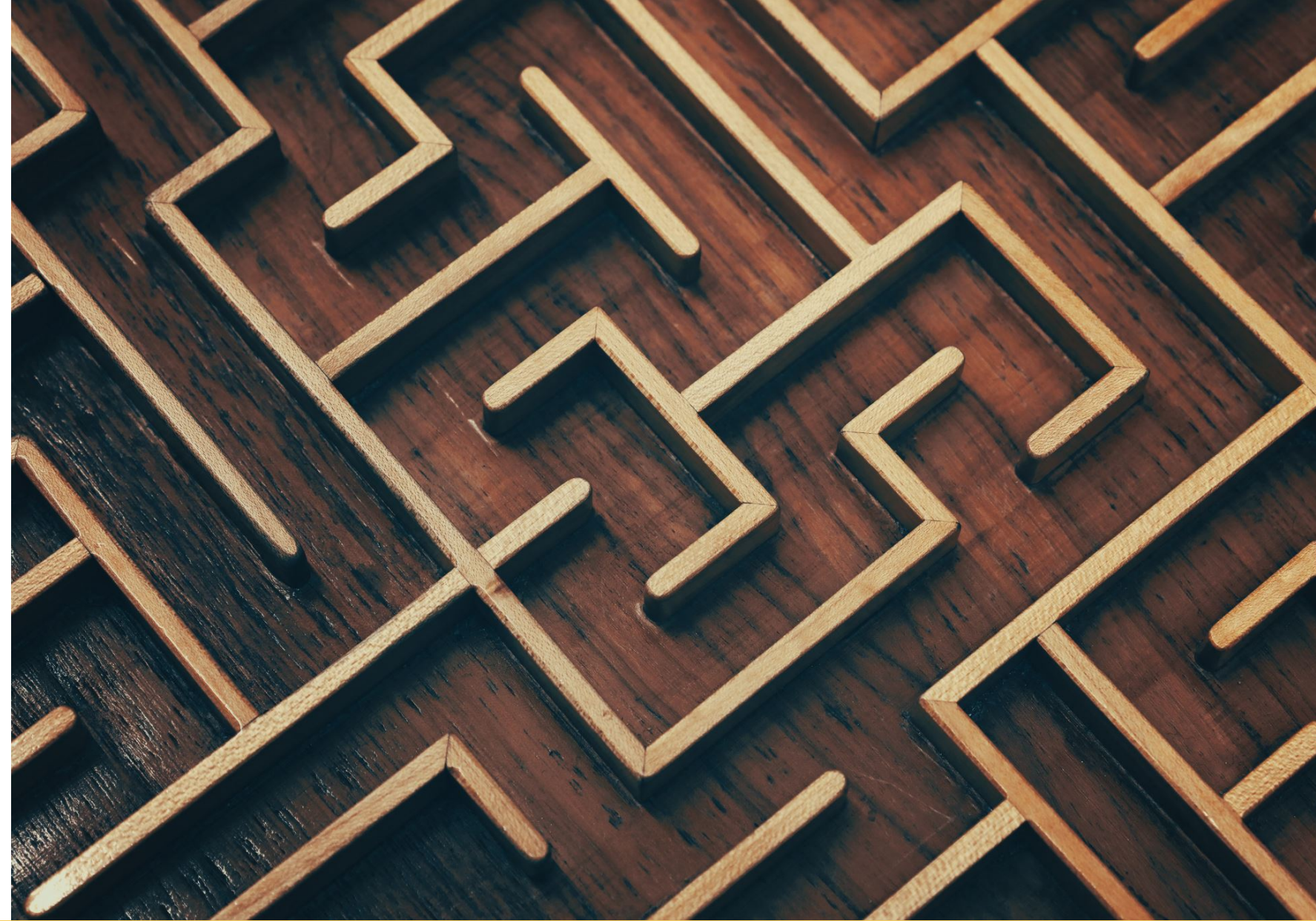


WGs encouraged to find effective solutions and models to enable SAIs to continue their operations and be effective to their societies

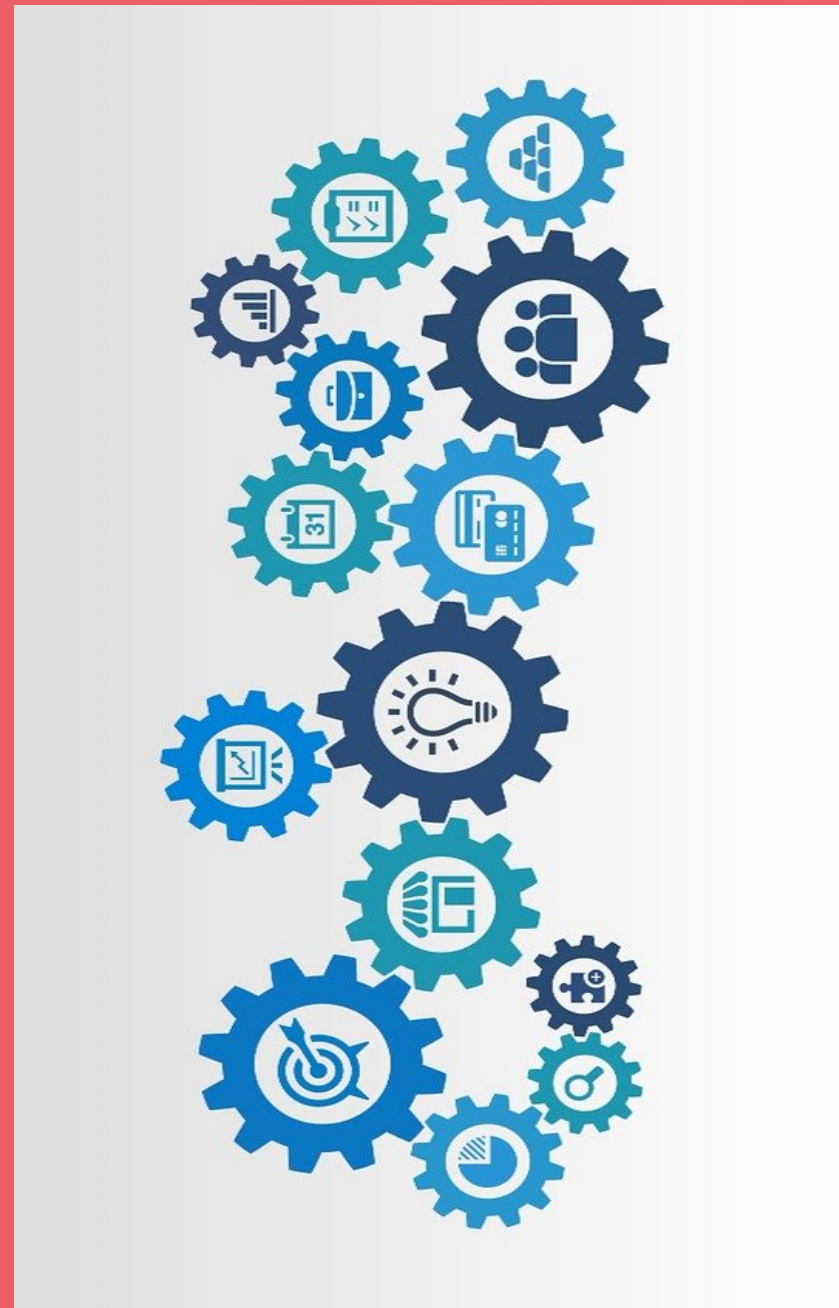


# **KSC Dealing with Disruption**

## **–Strategies**







- To have an Agile and a multi-pronged approach.
- To review the current delivery and adapt/realign it
- To maximize the available budgets.
- To maintain focus on impact assessment, effectiveness & continuous evaluation..

# IV

## How **SAI India** handled the Changing

## Workplace Dynamics







- SAI India introduced measures to protect their staff.
- Staff encouraged to work from home where possible.
- Promoted teleworking, team management application and staggered working hours.
- Adopted new audit techniques.





NOVEL CORONAVIRUS DISEASE  
(COVID-19)



Ministry of Health & Family Welfare  
Government of India



# THREE GOLDEN RULES



Always wear  
Face-cover/mask



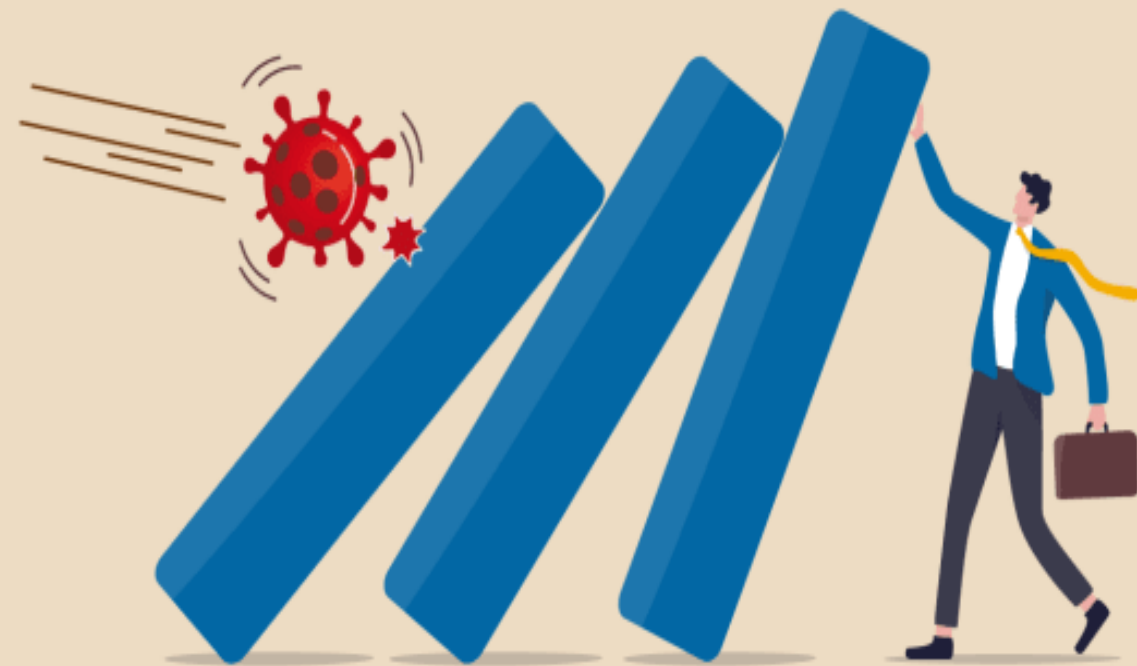
Wash hands frequently  
and thoroughly  
with soap and water



Maintain distance  
from others



# Leading during Disruption - How SAI India Reacted and Responded to the Crisis



- Heads of provincial offices continuously engage with the employees during the WFH.
- Agile Audit approach adopted.
- Adopted the e-Office module.
- Developed an indigenous application to provide end-to-end web-based workflow automation of the audit process
- Capacity building model tuned to WFH mode



# SAI India Dealing with Disruption

## – Focus Areas

- SAI India is studying the context of the COVID-19 pandemic to carry out relevant audits.
- SAI India closely working with the Government to understand the revised goals and ensure that the SAIs strategic plans are fully aligned with them



The impact of COVID-19 on organisations is real,

but that does not mean we have to panic. Being prepared and showing resilience is vital.



