

COMMENTS



LINDA HAUSMANIS

WE ARE AGENTS FOR CHANGE

Crises are opportunities for growth, and right now organisations are experiencing growing pains as we seek answers to multiple common challenges.

IWFM is addressing an important challenge right now: bringing members closer to the Institute and its decision-making through the Communities Review. You can find out more on pages 16-18, but before that, what about common challenges?

Many office workers have now experienced the benefits of remote working, but as social creatures we need to gather for collective endeavours. Can businesses adapt workplace strategies to how people work best? And with 'the Great Resignation' spreading, can businesses attract, develop and retain talent in a skills shortage?

The reality of climate change demands meaningful, measurable action, but can organisations stay on track as soaring energy prices potentially inhibit ambitions?

Equity, diversity and inclusion has never had a higher profile; can we ensure genuine change?

With your potential influence as a workplace and facilities practitioner, the answer to all the above can be yes! But even our broad church doesn't have all the answers. Our profession can marshal expertise to make a difference, while drawing inspiration from leading minds beyond it.

To help with the inspiration aspect, this year's face-to-face IWFM Conference on Tuesday 8 June has an outstanding programme curated to leave you inspired to be 'Agents of change'. We have exclusive offers for members and volunteers.

Let's get back together to enjoy the incredible line up, network once again and create an ethical, fair and sustainable future together. Visit our IWFM.org.uk for more information.

LINDA HAUSMANIS is CEO of the IWFM

MARTIN READ

From the editor

Print deadlines are rarely an editor's friend, and that's certainly the case as we enter the second week of a sudden, ugly war in Ukraine likely to prove life changing for all of us in some way.

Thus it is that this column's jaunty assessment of social media messaging platforms offering transformative forms of team management is something you'll now find on

our *Facilitate Daily* newsletter. Here, consider a more sobering prospect.

Because what lies ahead? When IWFM adopted the phrase 'Turbulent Times' to describe its response during the pandemic, it can't have known that as soon as the Covid-19 crisis abated it would be further ascribable to geopolitical conflict. And as I write, the war is becoming increasingly barbaric. Only the extent of the catastrophe ahead remains open to question.

There would appear few obvious ways in which this profession can respond, but the two that stand out are significant. In terms of help, there is the Government Humanitarian

Sponsorship Pathway programme for Ukrainian nationals, through which opportunities to employ the suddenly displaced may arise. And in terms of operations, while a likely longer term impact on food prices awaits, the more immediate pressure will be on energy prices that have already skyrocketed in recent months.

Calculating future CRE requirements and embarking on Net Zero objectives in the teeth of spiralling fuel costs will now be more urgent and existential discussions. Barring what would seem incredibly unlikely good news in the weeks and months ahead, energy management and procurement will remain huge issues throughout 2022 and beyond.

So much of an organisation's short and longer term energy planning can be marshalled by the overarching FM function.

And just as these past two years of pandemic have sped up IT trends and better presented this profession's frontline work to the world, so the years of energy turbulence now ahead of us can help put this sector in a different yet no less welcome spotlight.



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MARTIN READ is the editor of *Facilitate* magazine