**Transcript of all Public Chats from HRSF Let’s Lunch – Returning to the Office July 16, 2020**

11:49:03 From Lori Heffelfinger : Introduce yourself in chat: Name,

11:49:49 From David Gray : David Gray - Colliers

11:52:18 From Mike Kent : Mike Kent, HRSF Board Member and Independent Mediator, Executive Coach and HR Consultant, mlkent12@gmail.com

11:53:13 From Kristin Speer : Kristin Speer, HRSF board member, executive search at Westwood & Wilshire

11:53:46 From Craig Ramsay : Craig Ramsay, People Science Insights Leader, LinkedIn and HRSF President, craigsramsay@gmail.com

11:59:23 From Lori Heffelfinger : All: introduce yourselves in chat...Name, company, email if you want to network and whether you are internal HR or external consultant

12:00:18 From Manuelle Charbonneau - E : Manuelle Charbonneau, in LA, external from LA

12:01:02 From Shreya Sarkar-Barney : Shreya Sarkar-Barney, Human Capital Growth, shreya@humancapitalgrowth.com, External

12:01:18 From Karina Hon : HI everyone! My name is Karina Hon. And I am currently unemployed due to COVID. My email is karinahon@gmail.com. Please connect with me on LinkedIn: http://www.linkedin/in/karina-hon External from SF.

12:02:07 From Bryan Gillette : I am Bryan Gillette from San Francisco Bay Area (East Bay). I run my own leadership consulting business (Summiting Group) www.summitinggroup.com. My email is bryan@summitinggroup.com

12:02:26 From Kristi : Kristi Rocha, Torchiana, Internal & External, willing to network, krocha@torchiana.com

12:02:32 From Manuelle Charbonneau - E : Manuelle Charbonneau is Manuelle@CharbonneauLeadership.com

12:02:36 From Bryan Gillette - E to Mike Kent(Privately) : Hey Mike. Good to see you. How is life treating you these days.

12:02:37 From Joanne Irving : Joanne Irving from Washington DC. My company is Insight2Action. I am an external consultant. joanne.irving@i2aa.com

12:02:44 From Alan Ikeya : Alan Ikeya, Marsh & McLennan. alan.ikeya@marshmma.com.

12:02:48 From Laura Wilson : Good afternoon! I’m Laura Wilson with WestWood&Wilshire, an executive search firm (External/Consulting). I’m always very happy to network! laura@westwoodwilshire.com

12:03:11 From Sherry’s iPad : Sherry Jordana, Sherry Jordana Associates, SF East Bay, external consultant, sjordana@flash.net

12:03:22 From Amanda Rhodes - E : Amanda Rhodes, Electronic Arts HR intern, ami.rhodes1@gmail.com, SF Bay Area. Currently pursuing my Masters in OD! My internship ends in August so I’m looking for opportunity! :)

12:03:40 From monica.ramirez : I am Monica Ramirez. I work at Concord in Nashville, TN, though we have offices in LA, NY and Miami. monica.ramirez@concord.com Willing to network

12:03:43 From Jenny May : Jenny May most recently Senior Director HR, Exact Sciences. (internal HR leadership) https://www.linkedin.com/in/jennifer-may

12:03:52 From Vicki.Arnold : I'm Vicki Arnold. I'm internal at QSC LLC in Orange County (southern California).

12:04:00 From heleng : Helen Gwosden, HRBP Director, Synopsys in Mountain View, CA

12:04:05 From heidib : Heidi Brumbach, Confirmit, Heidi.brumbach@confirmit.com

12:04:20 From Carolyn Grasshof : Carolyn Grasshof Marvell Semiconductor. Sr Director, HRBP Leader caroling@marvell.com

12:04:36 From Michelle Vitus : Hi! Michelle Vitus from Slate Advisers. We are a scalable leadership and career transition coaching firm. You can reach me at michelle@slateadvisers.com.

12:04:37 From heleng : heleng@synopsys.com

12:04:38 From Carolyn Grasshof : correction: caroling@marvell.com

12:04:38 From Barbara Waite : Hi Everyone - I'm Barbara Waite Talent Mgmt/HRBP at the Federal Home Loan Bank SF

12:04:39 From Brian Underhill : Greetings! Brian Underhill, CoachSource, executive coaching firm, brian@coachsource.com

12:04:56 From sumurthy : Hello, Su Murthy. First time. VP HR & TA, Egnyte in Mountain View. sumurthy.hr@gmail.com

12:05:29 From Jennifer Abena : Hello, Jennifer Abena, Sr. HR People Partner - Five9 - SF Bay Area (East Bay) Jennifer.abena@five9.com

12:05:41 From David Gray - P : Your CRE panelist... David.Gray@Colliers.com for everything workplace...

12:07:39 From Kristi Rocha : Yes, let's hear it for HR. Thank you all!

12:07:51 From Lori Heffelfinger : Menti.com Code 824080

12:08:06 From Barbara Waite : Barbara Waite again - don't mean to be secretive, but my camera is not working. Would love to continue to network with the group. WaiteB@fhlbsf.com

12:08:30 From Lori Heffelfinger : Menti.com Code 824080

12:10:59 From Wai Poc : It feels like one of the hardest questions to answer these days is: “How are you?"

12:11:02 From Karina Hon - I : A mix of many ups and down. Yet I have come to realize the importance of perspective. and how to turn lemons into lemonade

12:11:18 From heleng : Feel responsible for doing something about racism at work.

12:11:31 From Karina Hon - I : turning my 4 mile walk into a reinvention of myself

12:21:45 From Brian Underhill : Says “this question is not open for voting”

12:21:53 From Laura Wilson : I also have that error message

12:21:57 From Manuelle Charbonneau - E : Menti page is not refreshing

12:23:29 From I Craig Ramsay - B to Mike Kent(Privately) : The webpage still shows the old session title for the Sept 24 event. Kris just announced the new theme: Racism in the workplace

12:23:36 From Karina Hon - I : employee safety for getting in/out of work

12:23:37 From Sherry’s iPad : staying current with changing guidelines

12:23:40 From Brian Underhill - E : Safety

12:23:45 From heleng : Fear of spreading the virus and managing employees fears

12:23:49 From Sherry’s iPad : shared lunchrooms

12:23:51 From Kristi Rocha : health & safety

12:23:52 From Manuelle Charbonneau - E : How to balance the dynamics between the people who eventually return and those who remain remote

12:23:55 From Alan Ikeya - E : Fluidity

12:24:48 From Kate Lister : getting sick or bringing it home

12:25:06 From I Vicki.Arnold : We've surveyed our employees and most would like to continue working remote long term at least part time. Our biggest concern is maintaining our unique culture.

12:25:34 From Kristi Rocha : Good one Manuelle, I'm hearing friction among ees who are returning to work and those who are not

12:25:52 From Kat Gray : Varying levels of comfort in returning to shared physical space and impact to Intermittent relationship building and knowledge transfer opps

12:26:36 From I Vicki.Arnold : We've had people in the office most of this time since we have manufacturing, so we have a lot of the safety considerations taken care of and those employees do feel comfortable coming in.

12:39:08 From Kate North : My pleasure!

12:40:19 From David Gray - P : • 5.6% of requirements remained active during the shelter-in-place and have either completed a Lease or have a Lease Pending.• 11.1% are planning on becoming active in the month of June.• 12.2% expect to become active again in the Third Quarter 2020.• 37.8% have delayed their requirement to the Fourth Quarter 2020 or 2021.• 13.3% are confirmed dead via a decision to renew and not go to market, consolidate to existing offices, lost funding, or simply no longer have a requirement.

These are Silicon Valley deal adjustments in the market during the COVID spring

12:41:05 From Kate Lister : https://globalworkplaceanalytics.com/global-work-from-home-experience-survey

12:41:37 From Steve McElfresh : Thanks Kate!!

12:53:33 From Lori Heffelfinger : In breakouts - introduce yourselves; what's your biggest challenges now; what question(s) do you have for the panelists?

12:53:58 From Lori Heffelfinger : Please turn on your videos in breakout rooms

13:06:28 From Lori Heffelfinger : Great question Kat!

13:12:09 From Kate North : Julie - What thoughts do you have in helping organizations create a culture of distributed work (working from anywhere)? Especially knowing that some employees are working in the office and many will continue to work from home. . How do we avoid and Us and Them culture? Meetings, Feelings of Missing Out, Opportunities for Promotion?

13:13:01 From Kate North : This will make us all more human!

13:13:11 From Mike Kent to Barbara Baill - P(Privately) : We had an interesting first-hand story about commuting in our group (13). Something we haven't talked a lot about today.

13:15:09 From Manuelle Charbonneau - E : Great question. This is an issue for all the leaders I coach and their direct reports!

13:15:33 From Amanda Rhodes - E : It’s those moments I miss the most!

13:16:22 From Kristi Rocha to Mike Kent(Privately) : Thanks Mike! I am loving this, what a great thing for HRSF to do :)

13:19:59 From Lori Heffelfinger - B : LOVE that Stacy!

13:21:14 From Amanda Rhodes - E : @Kate - that’s REALLY great to hear! I love that. I hope more CEOs adopt that practice

13:22:35 From Brian Underhill - E : Bit moji bingo - tell us more!

13:23:22 From Manuelle Charbonneau - E : I have had one CEO come on Zoom calls all sweaty after a jog sharing with his team how much he enjoys working from home and being able to work out during the day :-) Great modeling!

13:25:11 From David Gray - P : Join David Gray in the Workplace Mosh Pit Noon PDT Fridays https://colliers.zoom.us/j/8397867396

13:25:14 From Amanda Rhodes - E : ^ That’s amazing I love that

13:25:25 From Kate Lister : Great job all!

13:25:25 From Manuelle Charbonneau - E : Learned a lot, thanks!

13:25:27 From Amanda Rhodes - E : Thank you everyone!!

13:25:53 From David Gray - P : SAVE YOUR CHAT

13:25:56 From Kristi Rocha : Thank you HRSF Board!

13:26:35 From Kristin Speer - B : Great discussion!

13:26:40 From Joanne Irving : Thank you everyone. A very rich hour!

13:27:46 From Wai Poc : Thanks to the panelists for this talk and Barbara for your moderating!