

# Pandemic Emergency Management – Challenge & Tested Solution

---

## Challenge:

Managing existing staff/resources

## Solution:

Redeploying existing staff and management

## Steps to Implement:

1. Determine areas in need of staff.
2. Review areas that can handle a reduction of staff
3. Think creatively
  - Some staff are now responsible for activities not usually in their purview
    - Delivery, transportation to clinics, hosting vaccine clinics
4. Communicate with staff
  - Reena send out communication to staff asking if there was interest and there was.
    - i.e. They tapped into the admin's strengths and redeployed them as needed – team of 4-5 admin staff now act as vaccine hunters
  - They utilized there new transportation program to get staff and people supported to the vaccine clinics

## Results

1. How effective was this?
  - Very.
2. Was this efficient? Was it quick to implement?
  - Yes. Many staff have many strengths that are not being utilized
3. Would you recommend this to other agencies?
  - Yes

## Additional Considerations:

Tapping into staff who are not frontline that want to help

## Lessons learned:

Many staff have underutilized strengths that can really help during crisis

## Further contact Person:

Sandy Stemp (COO,Reena) [sstemp@reena.org](mailto:sstemp@reena.org)

---

Date: January 13, 2022

Person Consulted: Sandy Stemp, Chief Operations Officer, Reena