



ARLYN RECRUITING

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EDITOR'S NOTE

In this issue, we wanted to give a special thanks to all of the front line workers here in Vancouver and across the globe.

Thank you for all of your hard work and service.

REINVENTING THE WORKPLACE

COVID-19 has undoubtedly pushed everyone in today's workforce into an "extreme form of working from home" (Bloom, 2020). This crisis has not only illustrated the many complications and challenges associated with getting work done, but has also highlighted the major gaps in businesses that are struggling to streamline their work processes and meet their targets during a crisis.

Considering the current state of things, and what we don't know about the future, perhaps the most crucial question businesses need to start asking is "how to better prepare and equip [your] staff, to build a competitive workforce for tomorrow." In the midst of a pandemic, now is as good a time to start than ever. Consider these three vital ways in which we can start reworking the current workplace model and begin building a more cohesive and modernized workforce, today:



1. Integrating Technology

At this point, it's now a tale as old as time, dating back to the Industrial Revolution: Technology has and will continue to upend traditional working models. Up until now, law has largely operated as a “face-to-face, paper business”, and whilst most firms have adapted to various document management softwares, cloud systems and e-discovery, it is high-time that law begins its conversion into a “full-fledged virtual system” ([Rhodes](#), 2020).

With COVID-19 disrupting old-age working practices, firms should use this as a live-experiment to begin the modernization of their existing regular working practices. For example, the adaptation of video conferencing to continue communication with clients and fellow colleagues has been a complete asset in working from home as no individual is then tied to a specific location. The cloud has also been brilliant in “maintaining productivity for lawyers” ([Rhodes](#), 2020). Equipping your employees with the right tools and technologies is essential in surviving in today and tomorrow’s future business climate and by using this crisis to your advantage, business leaders can start identifying opportunities for change and then begin these recommendations, well into tomorrow.

2. Remodel Training & Business Development Programs

It is no question that much of our education, labour and existing social policy structures are terribly out of date, made for a different time with different working and social circumstances. In order to respond to these rapid changes, businesses must continue to reimagine its existing processes or risk relegating its people into the economic slow lane (which for the most part is now happening for many). But where to start? Stephen Danvers, Arlyn Recruitings’ own, suggests starting by looking at the firm’s existing “professional development programs,” which includes training and upskilling.

Upskilling your employees is all about addressing specific skill and performance gaps, there is “no one-size-fits-all solution” ([Milano](#), 2019). Use this pandemic as a means to have open conversations with individual employees. This is a great time to begin determining the knowledge gaps within your organization and invest in your people. When it comes to revising or implementing programs, start by determining if volume training programs or individual programs are needed, can training be refigured with

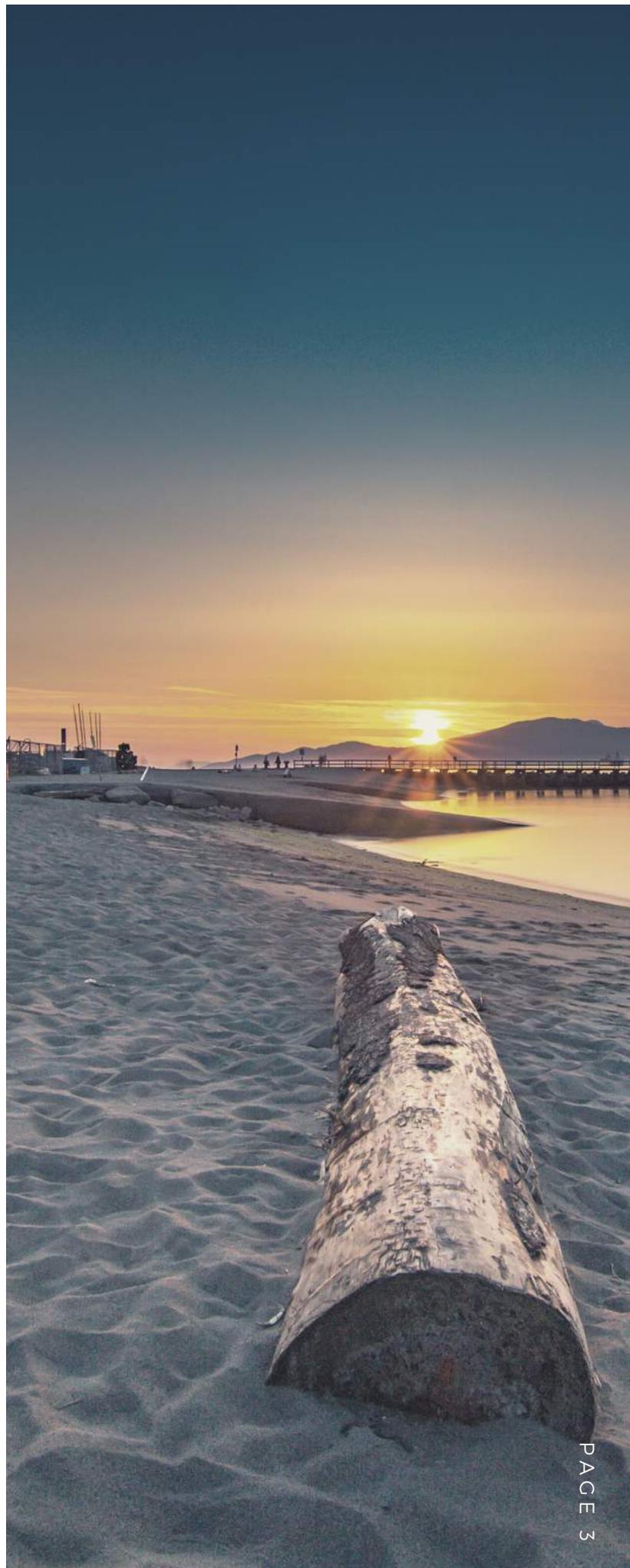
your internal teams or are external educational individuals required to step in? What types of learning opportunities make sense, or in our situation, how to develop effective virtual learning opportunities? By remodeling and continuously putting up-skilling on the frontline of continuous improvement, firms will not only see improved individual employee performance, but also retention, which in turn will attract new talent.

Leadership: All Changes Start From the Top

Finally, with any major change, disruption or implementation made in a firm, can come uncertainty and doubt from members of your team. Coincidentally, confusion and doubt have been at the forefront of concerns for many candidates during this crisis, and rightfully so, seeing as changes made have been so rapid and quick, that many aren't able to keep up. As we continue to navigate these murky waters, much like how children look to their elders or parents as pillars of examples and support, employees will naturally look to their seniors or managers as guiding lights in the midst of these disruptions and changes. In a post 9/11 study, many employees described how "important" it was to hear the voice of the leader, and that leaders in particular had a "special role [in] reducing employee anxiety" (Argenti, 2020), as they acted as a beacon within times of great uncertainty and difficulty. Whether you're leading from the front as a manager or a supervisor, or at the back as a colleague or subordinate, you are "always leading by example" (Schrage, 2016).

As it happens, people often have the innate ability to watch a leader and "subconsciously" pick up cues or "mimic their attitude, beliefs, and actions" (Maxwell, 1998). Your actions are both a "mirror and [a] window" (Schrage, 2016) to your employees, and what you do, speaks volumes. In turn, as a leader yourself, this will ultimately call for self-reflection as it pushes you into "think[ing] harder about how others [may] interpret [your] behaviour" (Schrage, 2016). You set the standard for your team, and who better for your employees to look at to showcase how changes can be seen as positives?

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If COVID-19 has taught us anything, it would be the ways in which we as humans can learn to adapt in the face of large-scaled adversity. Certainly, whilst the ideas illustrated here aren't necessarily proprietary or anything new, this pandemic has ultimately extended an invitation to enact positive changes within our current working models. Whilst the "old guard will want things back to the old normal," things will and "have [inevitably] changed" (LawFuel, 2020)

By using COVID-19 as a testing ground for new operating models, employees can begin identifying opportunities which will, in turn create new jobs, but also new business development opportunities within the firm. In doing so, this will ultimately lead to the creation of a modernized competitive work environment which will not only appeal to the younger generations that are soon to enter and take over the workforce, but also upskill your existing employees to improve efficiency, personal development and morale within the firm. Overall, this pandemic has given us time to "reflect on ways to improve [our] profession" (Rhodes, 2020), and in doing so allow us to look towards the future and how we can better the working landscape for tomorrow.

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Restaurant Meals in the Home, Anyone?

Cactus Club's Szechuan Chicken Lettuce Wraps with Spicy Mayo

Recipe adapted from AheadofThyme

Chicken:

2 chicken breasts, cut into small 1 or 2-inch strips
1 tablespoon sesame oil
1 + 1/4 cups panko breadcrumbs
1 tablespoon soy sauce
1 tablespoon rice vinegar (black)
1/2 teaspoon salt
1/4 teaspoon ground black pepper
1 egg
1 tablespoon mayonnaise
1/4 cup all-purpose flour

Lettuce Wraps:

1 cup chow mein noodles (Farkay brand)
1/4 cup green onions or scallions, sliced
1/2 cup fresh cilantro, chopped
1/4 cup peanuts
1/2 cup sweet chili sauce
2 teaspoons white and black sesame seeds
lime wedges
1 head iceberg lettuce, cut in half through the stem

Spicy Mayo:

1/4 cup mayonnaise
1 tablespoon Sriracha hot sauce, or more to taste
1 teaspoon freshly squeezed lime juice

Method

1. Prepare the panko breadcrumb mixture. Heat sesame oil over medium heat. Add panko breadcrumbs and cook until they start to brown.
2. Remove from heat and mix in soy sauce, rice wine vinegar, salt and pepper. Toss to combine.
3. Prepare the chicken. Fully coat each piece of chicken with flour, then dip into an egg and mayonnaise mixture, and lastly into the panko breadcrumb mixture. Place onto a lined cooking tray and bake for 20-25 minutes, until golden brown.
4. Prepare lettuce wrap filling. Place chicken into a large bowl and add chow mein noodles, green onions, cilantro, peanuts, and sweet chili sauce. Toss to coat. Serve.
5. Transfer mixture into serving dish and sprinkle sesame seeds on top and add some lime wedges. Serve with a head of iceberg lettuce, cut in half through the stem.
6. Prepare spicy mayo. In a small bowl, mix mayonnaise, hot sauce, and lime juice together.



STEPHEN'S
favourite

Since I can't get my usual order here in Deep Cove, I decided to make it on my own. This is a great dupe for the original, and tastes just as good when you know what's in it!

Saunders Family Herbed Beer Bread

Recipe adapted from Fairmont
Hotels Vancouver

Ingredients

One Loaf

- 2 Cups All Purpose Flour
- 2 Tbsp Sugar
- 2 Tbsp Baking Powder
- 1 Tsp Salt
- 1/4 Tsp Dried Oregano
- 1 Tsp Thyme
- 1 Tbsp Dried Dill
- 355ml Honey Lager Beer
- 3 Tbsp Melted Butter

Method

Step 1: Mix all Dry ingredients together

Step 2: Add the beer and 1 Tsp of melted butter and mix until all incorporated

Step 3: Put dough in a buttered loaf pan. Bake at 350F for approx 25-30 mins. Check the bread with a wooden pick to ensure cooked through. Once baked, brush with melted butter and cool on a rack.



JEAN'S
favourite

Just a little Vancouver classic, and a favourite of mine whenever I leave for vacation at the airport. Great snack before a flight with an even more delicious taste.

Here are some other restaurant favourites from Brynn & Amber

Click on the links to recreate them today!

[Earl's Buffalo Cauliflower Dupe](#)

[Nalu Cafe's Acai Bowl Dupe](#)

[Starbucks Ice Vanilla Latte](#)



Gardening: Tips, Tricks and How to Start

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If you've ever wanted to plant your own vegetables or start your own little indoor garden, now is the perfect time to do so. We're thinking tomatoes, arugula, lettuce and all sorts of vegetables for that spring time salad. Here are a couple of tips and tricks to get you started on your own planter box, filled with goods and veggies, and even some from existing produce that you may have yet to eat up in the fridge.

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1) Easy to Grow Veggies from Seeds

We understand that gardening can be a difficult task for some (including us). But here's 6 vegetables that are bound to withstand your growing capabilities (or lackthereof) that we've tried and tested to be full proof:

- Tomatoes
- Arugula
- Spinach
- Basil
- Mint
- Radishes



2) Vegetables You Can Regrow Indoors With Just Water & Sunlight

Say you're having a salad this afternoon, and you're not too keen on heading out to the shop to pick up more. How about regrowing them? These are vegetables that do just that with some water and sunlight! [Click here](#) for detailed instructions.

- Romaine Lettuce
- Celery
- Carrot Greens
- Scallions
- Cabbage
- Strawberries



3) Don't forget about the bees!

Bees are a vital part of our ecosystem; it is estimated that 1/3 of the food we eat are pollinated by, you guessed it, bees! Here are some plants to consider adding to your garden to help attract our little friends:

- Lilacs
- Lavender
- Cosmos
- Wisteria
- Mint
- Sunflowers



4) Planter Boxes. How to Build One and Ones to Build.

So we've given you tips on what to grow, what you can regrow, and symbiotic buddies for your plants to flourish. Now let's talk about homes for your plants. Pots can often be quite messy, especially if you've got multiples around the home, so a great solution for this would be planter boxes. They're cute, easy to move around and great to put near the kitchen window, balcony or even as decorations for your home. We've got an easy step-by-step guide on how to built your own. You'll only need a few things from Rona or Home Depot, and you'll be good to go!



What You'll Need

- 5 pieces of wood: 2 measuring 5-1/2" x 5-1/2" (end pieces); 2 measuring 20" x 5-1/2" (sides); and 1 measuring 18-1/2" x 5-1/2"(bottom)
- wood glue, finishing nails
- hammer
- extra finishing nails for reinforcement waterproofing tape, such as Tyvek

Instructions

1. Attach all end pieces with wood glue
2. Clamp together and hammer in all the sides with finishing nails
3. Leave out to dry and you're ready to start planting!

If DIY's not your thing, how about a self-watering planter box? [Click here for more information!](#)



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