New normal

What can we learn from it?

#evenmoreunited

And what would be this new normal?

The new normal is, in fact, a proposal for a new behavior standard. It shows that a new way of living is possible, and that we are not in control of everything.

Copag went and is still going through this process of change, and then we asked ourselves:
What has changed in our work?

#evolutiontogether

Our response: Everyone in the same direction. We were challenged by social distancing and new skills were demanded, such as an Agile profile, discipline, resilience, and adaptability to combine personal and professional worlds efficiently.

Home Office

Like many other companies, Copag was not used to this work model, so it went through an adaptation process that provided necessary conditions to our employees continue with their activities at home. Among measures adopted, we highlight flexibility with benefits such as Food Vouchers and Meal Vouchers; provision of resources for work, such as chairs, computers, monitors and notebook stands; implementation of Vale Home Office; change in working hours annotation according to CLT rules. Due to concern in keeping clear and objective communication about all changes caused by the pandemic and the consequences that these changes would bring to activities developed, blog COPAG X CORONA was launched to strengthen internal communication. In addition, to overcome a little the feeling of losing daily contact with co-workers, we started to frequently use online communication platforms to maintain the contact, even if remote.

But, looking at 2020, we can say that we went far beyond observing the market and understanding trends. We are proud to say that our people exceeded all expectations, because our employees are proud of their work. Different personalities, temperaments, origins and ideas did not make Copag lose focus, but instead achieve surprising results. Our ways of thinking, acting, and deciding are supplementary, allowing our team to work and build an increasingly better company.