Working from Home

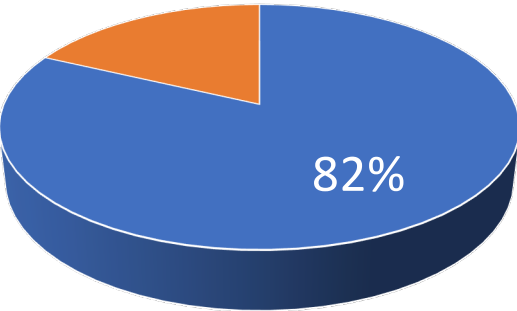## Will it become the new normal?

Ram Bajekal

In Fiji, we've seen the COVID trailer….hopefully the main show gets cancelled!

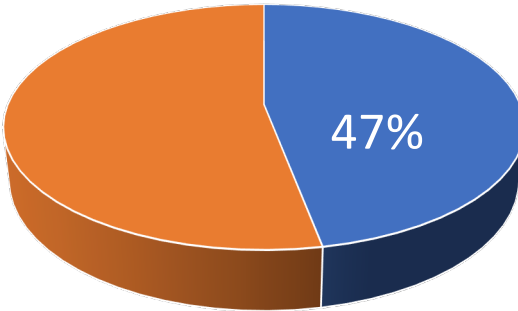Should we discuss WFX* rather than WFH ?

* - Work from Anywhere

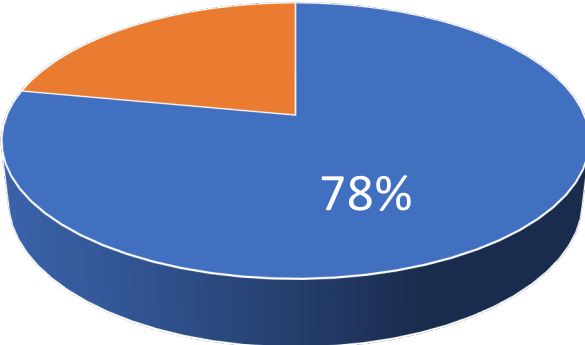# Gartner survey of 127 leaders

Allow WFH Part of the time
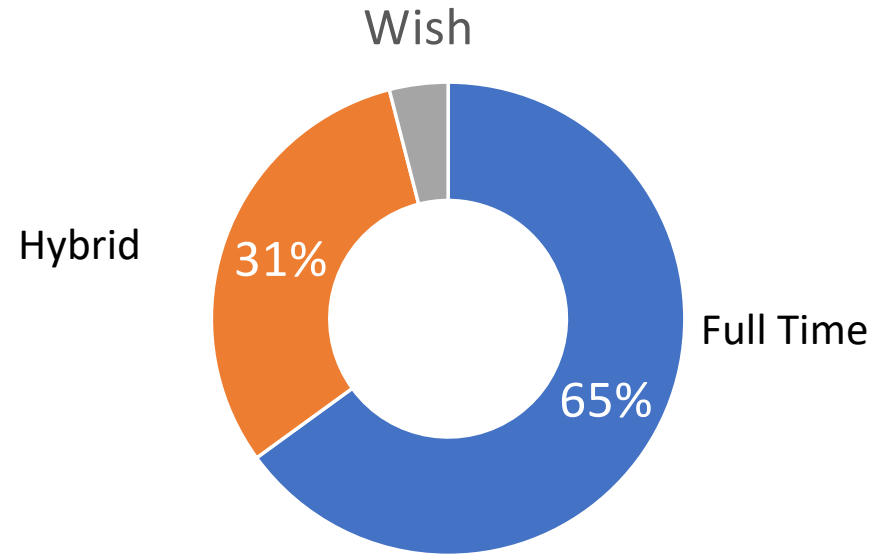
Allow WFH all the time

82%

47%

"Remote Collaboration is here to stay for the long term"

PwC survey of 669 CEOs

78%

FlexJobs survey of over 4,000 people working remotelyduring the pandemic
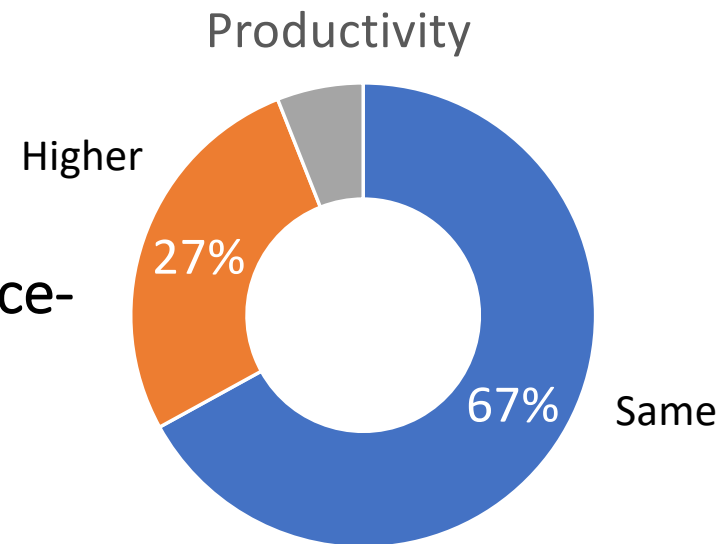
Global Workplace Analytics' assessment from over 4,000 reports

Value lost by businesses from workplace distractions $600 Bn

Productivity differential of remote v/s in-office employees +35-40%

Productivity

Higher

27%

Mercer survey of over 800 performance-based employers in 2020

67% Same

Advantages

- Cost Savings

- Increased Productivity

- Reduced attrition

- Reduces unscheduled absenteeism

- Larger talent pool

- Optimise meeting time

- Better work-life for employees
  - Minimum commute
  - Customised office
  - Flexible hours
  - Allow participation in the workforce

Disadvantages

- Innovation + Creativity + Collaborative Energy = ↑Productivity

- Teamwork

- Cyber-security & data security issues (e.g., Changed practices with hard copies)

- Challenge of monitoring performance

- Distractions

- Fatigue, burnout

- Fear of getting left behind

- Staff T&D

- Cost of Facilitating/technologies & dissymmetry in connectivity

Do's & Don'ts For WFX Employers

- Decide who needs to WFX (rationale)

- Provide the required tools & technology for WFX

- Assess risks & implement mitigation measures

- Set clear guidelines, goals, expectations and assessment criteria

- Expect disruptions, esp in the beginning

- Be formal with calls and remote meetings

- Keep them in mind when looking at organization-wide activities

- Periodically assess how WFX is working for the Org AND for the Emp

- Don't expect employees to work 8-5 or worse, longer (WFX still follows the clock and calendar!)

- Stay connected but don't try to micromanage employees

Do's & Don'ts For Employees WFX

- If possible, set up a separate space for work

- Treat the day as a 'work day'

- Dress appropriately esp if slated to be on video calls/meetings

- Set yourself specific work times AND break times

- Keep your calendar/task list just as you would at your workplace

- Stretch

- Get your meals and hydration on time (caffeine!)

- Optimise screen time

- Recognize fatigue and find ways to revive productivity (social interaction, virtual support groups?)

- Manage housemates' expectations (WFX is not 'day care'!)

- Manage colleagues' and other interactors' expectations

"You can maintain and you can sustain but you cannot build and you cannot grow"

Anthony Malkin

CEO Empire State Realty Trust

"I decided to work from home today. I got a lot done, and felt more focused and creative. We should always optimize for where people feel their most creative, and I'd love to see us be a lot more flexible about working from home."

Jack Dorsey, Founder & CEO, Twitter

Check out:

- https://globalworkplaceanalytics.com/resources/costs-benefits
- https://www.flexjobs.com/blog/post/remote-work-statistics/

Vinaka vakalevu

rambaj@hotmail.com