PEOPLE PROBLEMS

Not only has COVID-19 resulted in unprecedented changes in the way office employees work, it has thrown unexpected challenges at human resources professionals the world over

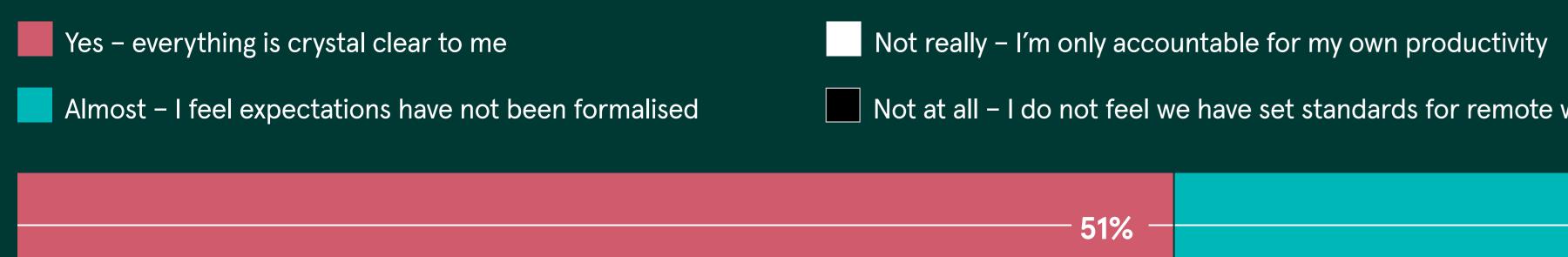
TOP CHALLENGES OF WORKING REMOTELY

Survey of employees who work remotely or have the option to and are in roles with digital output

Managing at-home distractions	
Collaborating with colleagues/clients	
Isolation/loneliness	
Motivation	
Taking adequate time away from work	
Disconnecting from work/burnout	
Networking/fostering career development	
Other	- 1%
None of the above	5% 24%
GitLab 2020	47%

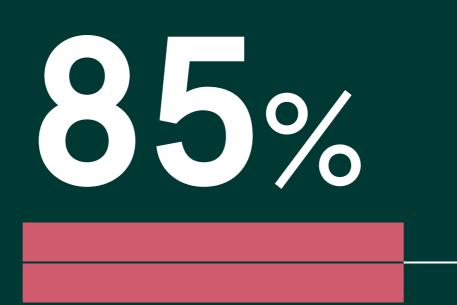
KNOWING WHAT YOU'RE DOING

Remote workers were asked if they know exactly what is expected of them as they work remote, such as working hours, availability and productivity



*Numbers do not add up to 100 per cent due to rounding





of HR professionals say they can be effective working remotely, compared with just 66 per cent of all other workers LinkedIn 2020

2%

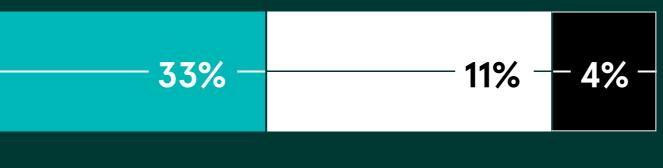
of office workers would like a combination of office-based work and remote working moving forward Slack 2020



say a lack of social interactions is likely to impact their mental health if they are to continue working remotely

PwC 2020

Not at all – I do not feel we have set standards for remote work availability and productivity



Wrike 2020

COVID-19

Gartner 2020



INTERNAL TENSIONS

How employees and executives view organisational support during the pandemic

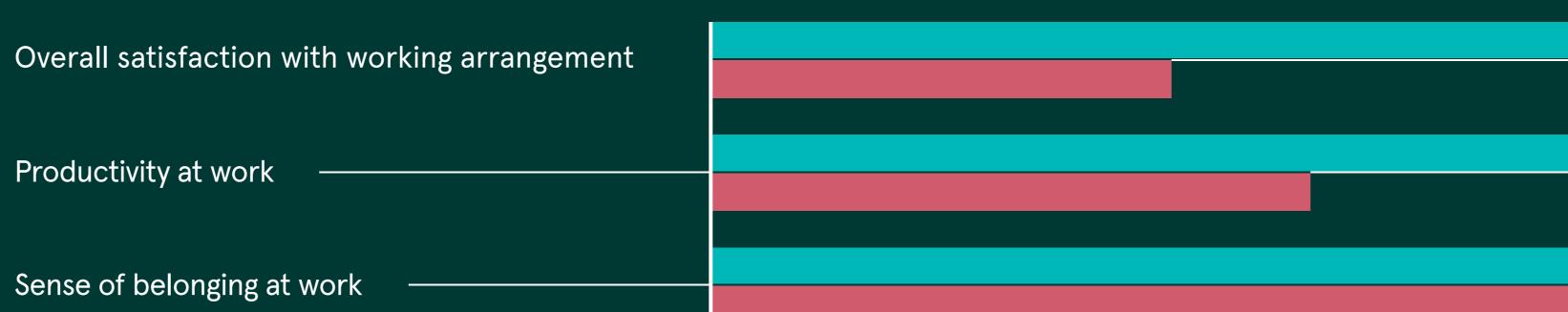
Believe the organisation is helping staff learn the skills needed to work in a new way

Believe the organisation is supporting the physical and emotional health of its workforce

Believe the organisation is providing clear guidelines and expectations for how to work

REMOTE NEWBIES ARE STRUGGLING

Experienced and newly remote workers who say WFH is worse for the following reasons



HOW FLEXIBLE WORKING MIGHT CHANGE AFTER

Percentage of business leaders who are intending to deploy the following strategies



MAINTAINING PRODUCTIVITY

Whether onsite or remote workers are as or more productive than before the pandemic

As or more productive

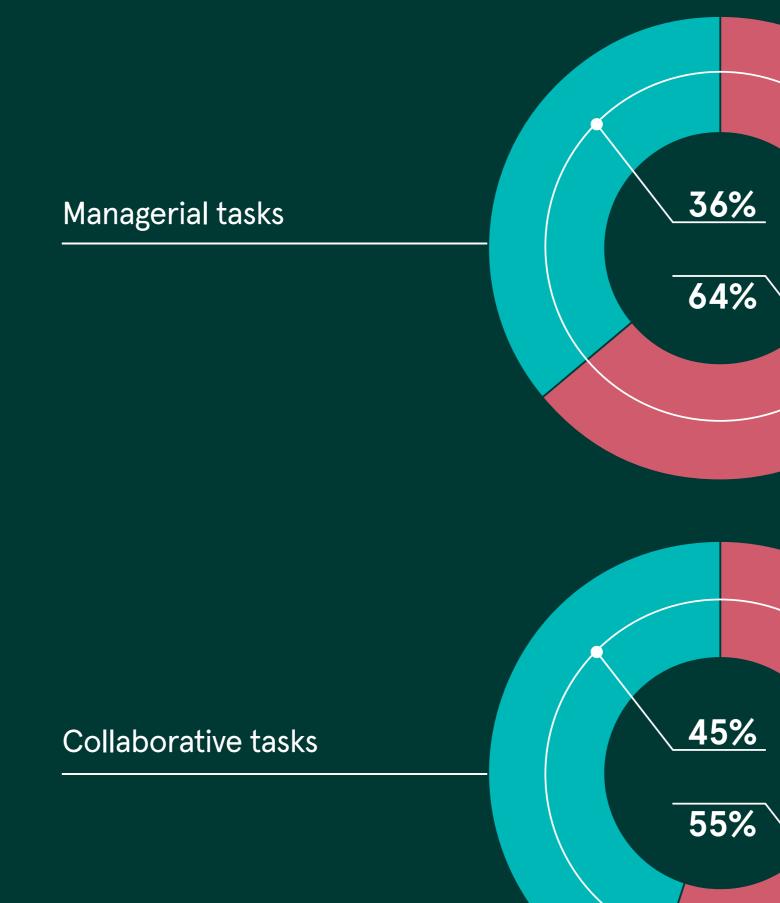
Stayed onsite

<u> 26% </u>

74%

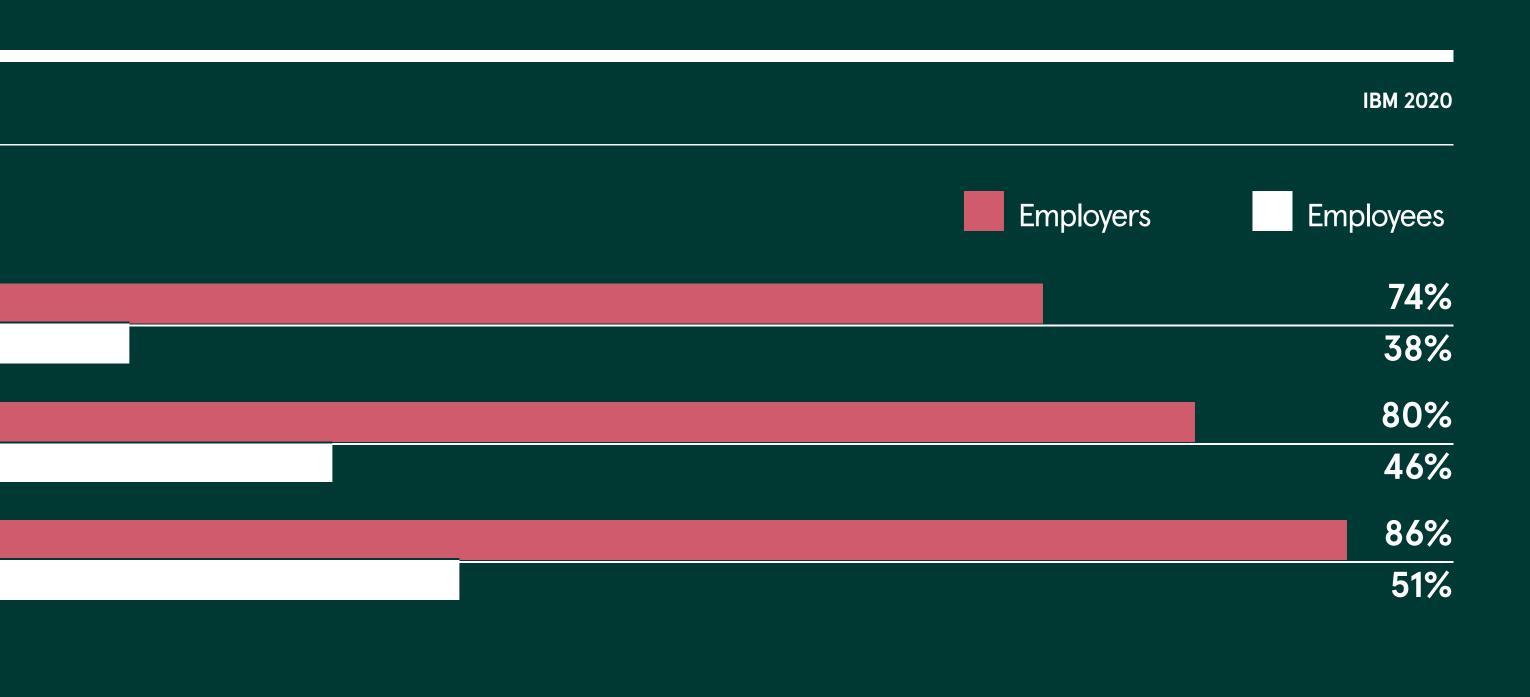
Less productive

Individual tasks



Boston Consulting Group 2020

RACONTEUR



Slack 2020

Newly remote workers	Experienced remote workers
	23%
	10%
	31%
	13%
	45%
	25%

