



The Business Case for Remote & Distributed Work Post-Covid-19

Kate Lister, President
Global Workplace Analytics



Work from Home

- Yesterday
- Today
- Tomorrow?

Leading Global Thought Leader—17+ Years



Kate Lister, President of Global Workplace Analytics

- Former Banker
- Author of 5 Books
- Researcher
- Consultant

Kate Lister...
One of three
witnesses invited to
testify at
Senate hearing on
telework in
government.



U.S. SENATE COMMITTEE ON
ENVIRONMENT AND PUBLIC WORKS

**Lessons Learned from Remote Working during
COVID-19: Can the Government Save Money
Through Maximizing Efficient Use of Leased
Space?**

July 29, 2020 10:00 AM



Global Workplace Analytics is who the media calls for the latest workplace insights.

Quoted by 300 major media outlets in 2020

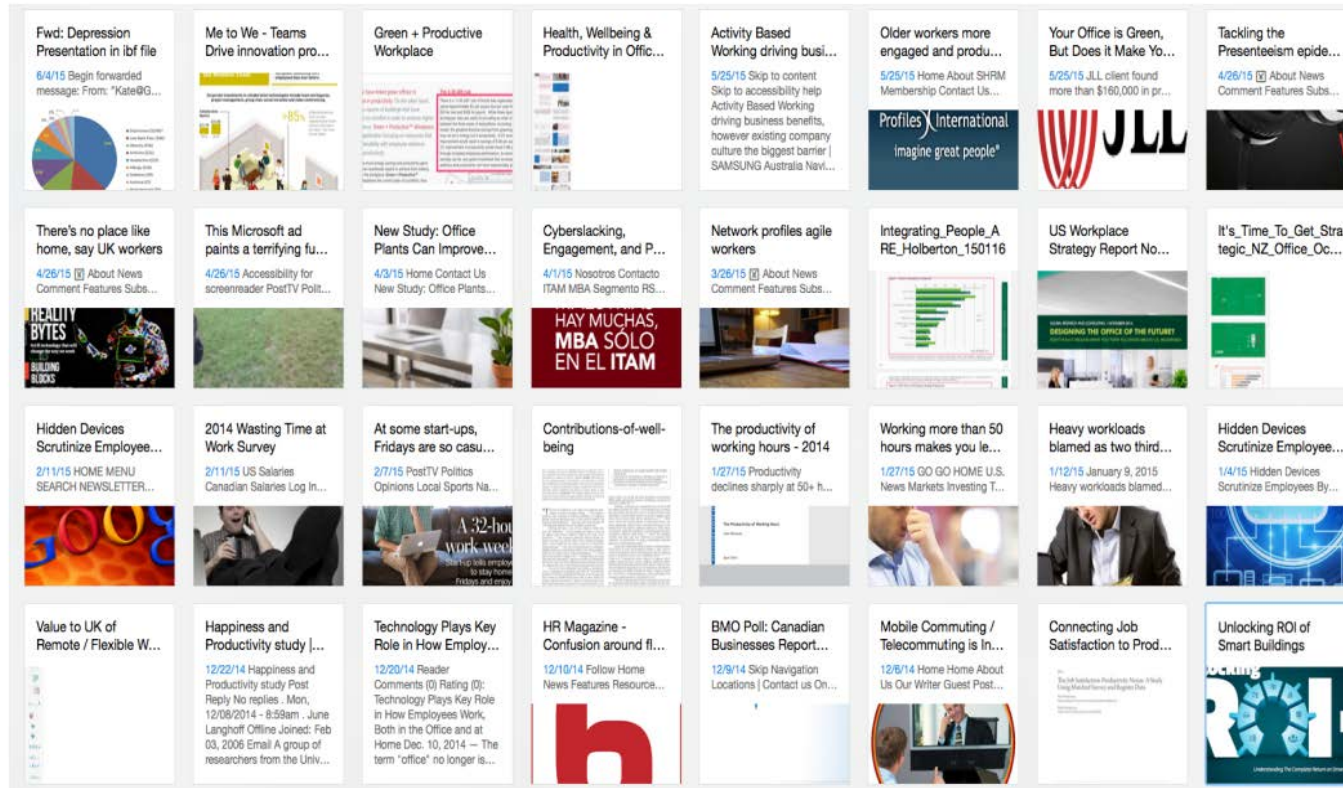


Advisor | Strategic Partner



Tag: Telework, Tag: Productivity

Search



Research Database

- 6,000+ data points
- Fully tagged
- Bo I rch bl

Telework = 1,753, Productivity = 3,056

Global Workplace Analytics' Telework Savings Calculator™

125 Variables | 600 Calculations | Backed by Research

Enter Assumptions	Here is the Annual Impact an <i>Employer</i> Can Expect:
What is your total number of employees?	Increased Productivity
How many days a week, on average, will they telecommute?	Real Estate Savings
How much do you expect telecommuting to:	Reduced Absenteeism
• Increase in productivity (%)	Reduced Turnover
• Reduction in office space (%)	Improved Continuity of Operations
• Reduction in absenteeism (%)	Total Organizational Impact from Above (per year)
• Reduction in voluntary turnover (%)	Impact Per Telecommuter (per year)
How many days per year are the majority of employees unable to work due to unforeseen weather, traffic, or other temporary impediments?	Here is What a Typical <i>Employee</i> Can Expect to Save Each Year:
	Savings in travel, food, parking, and dry cleaning
	Time saved by not commuting (equivalent workdays)
	Here are the Annual <i>Environmental and Community</i> Impacts
	Gas Savings (gallons)
	Greenhouse gas reduction (equivalent to cars off the road for a
	Cost of traffic accidents

Click on the menu tabs above for:

- Details about this calculator
- Contact information
- More free calculators and resources
- Obligatory disclaimer regarding the use of this calculator

U.S. GAO Report:

“...the Calculator is comprehensive and based on solid research...”



Work from Home

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- Today

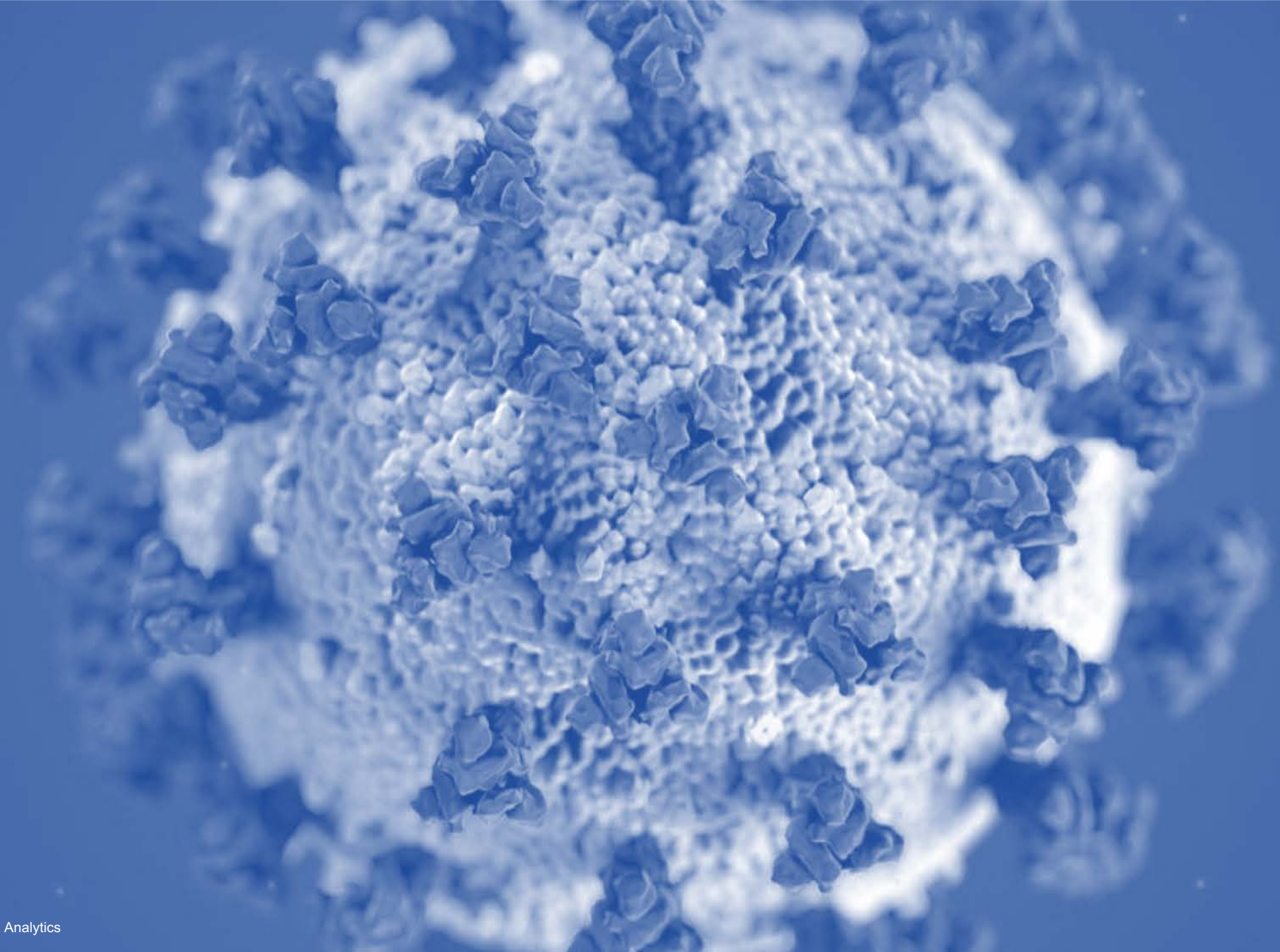
- Tomorrow?



Pre-Pandemic Work-from-Home

- 70-80% Wanted to
- SHRM: 69% offered
- BLS: 7% Offered
- ACS: < 4% Did







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A modern home office with a desk, computer, and large window. The room features a white desk with a computer monitor and a black office chair. A large window provides a view of a city and mountains. A staircase with a wooden railing is visible on the left. A circular graphic overlay contains the text.

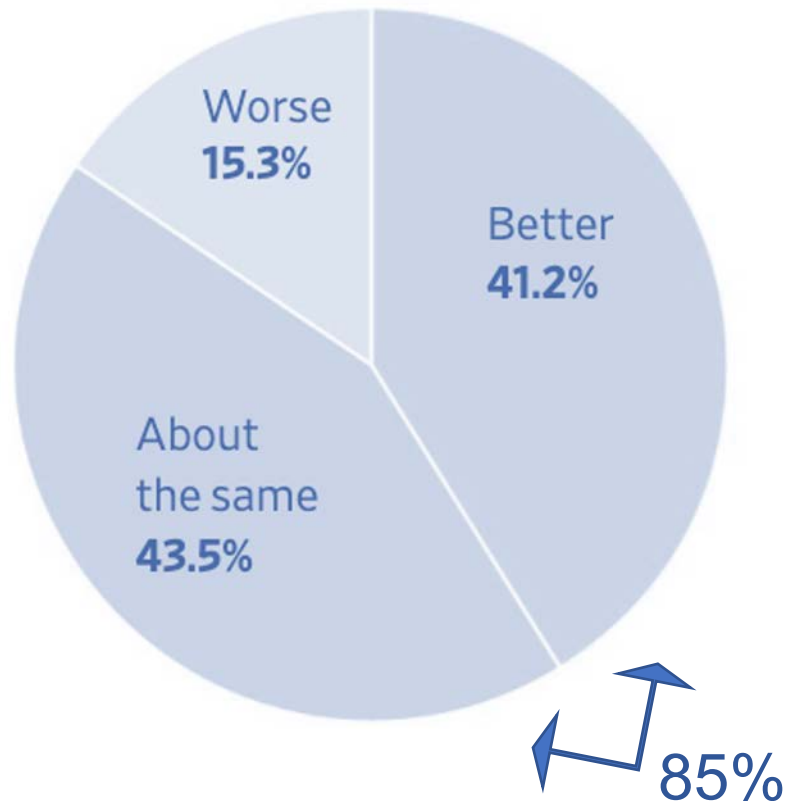
97% During
51% New to WFH

THE WALL STREET JOURNAL. January 2, 2021

Is a Home Office Actually More Productive? Some Workers Think So.

Surveys of employees suggest that plenty of workers are adjusting to remote work—and in no hurry to return to the office

Is WFH more efficient than the office?



Global Workplace Analytics/Iometrics

86% U.S. office workers
“I am very productive”

Colliers

76% equal or better (20+%)

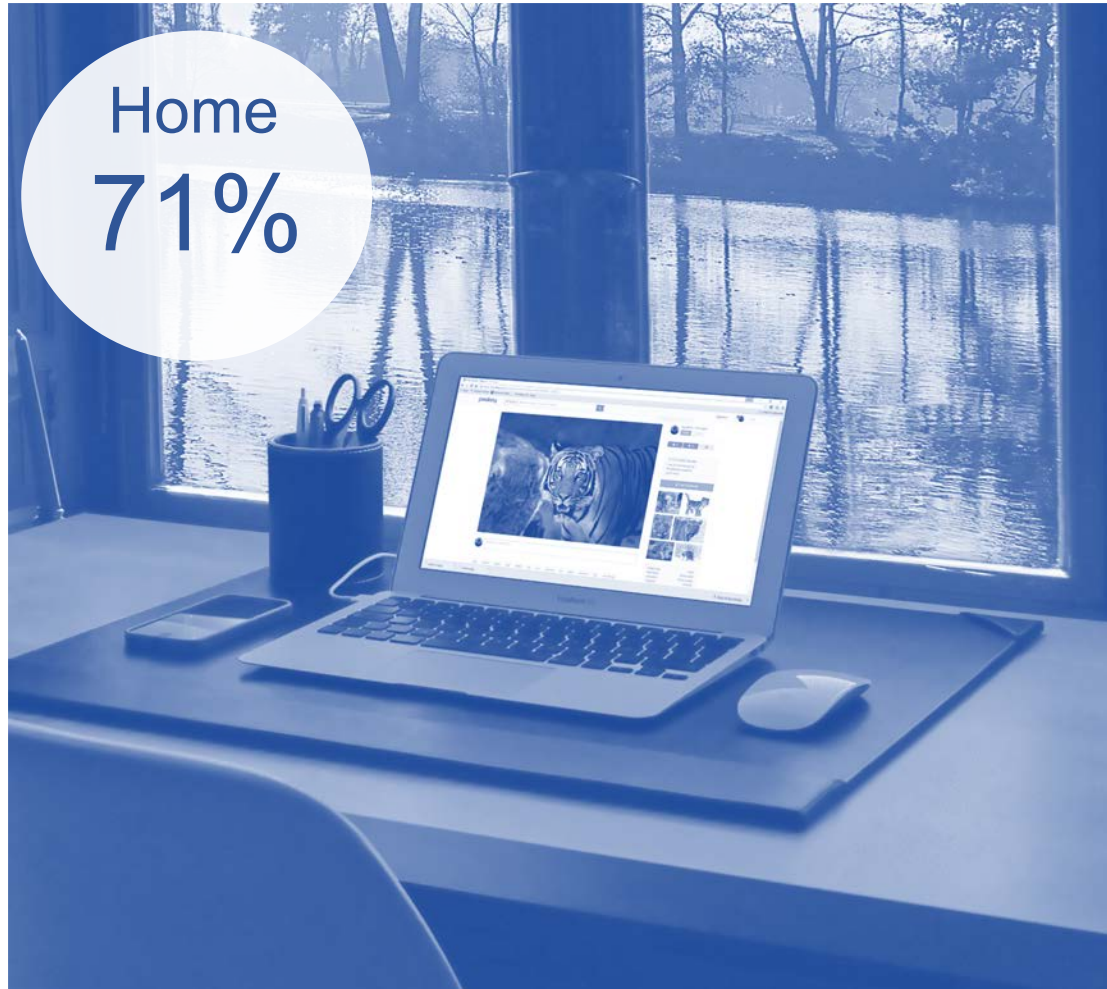
PWC (Financial Services)

At least as productive?
69% of leaders
75% of employees

CBRE

90+% of global leaders feel
equally productive

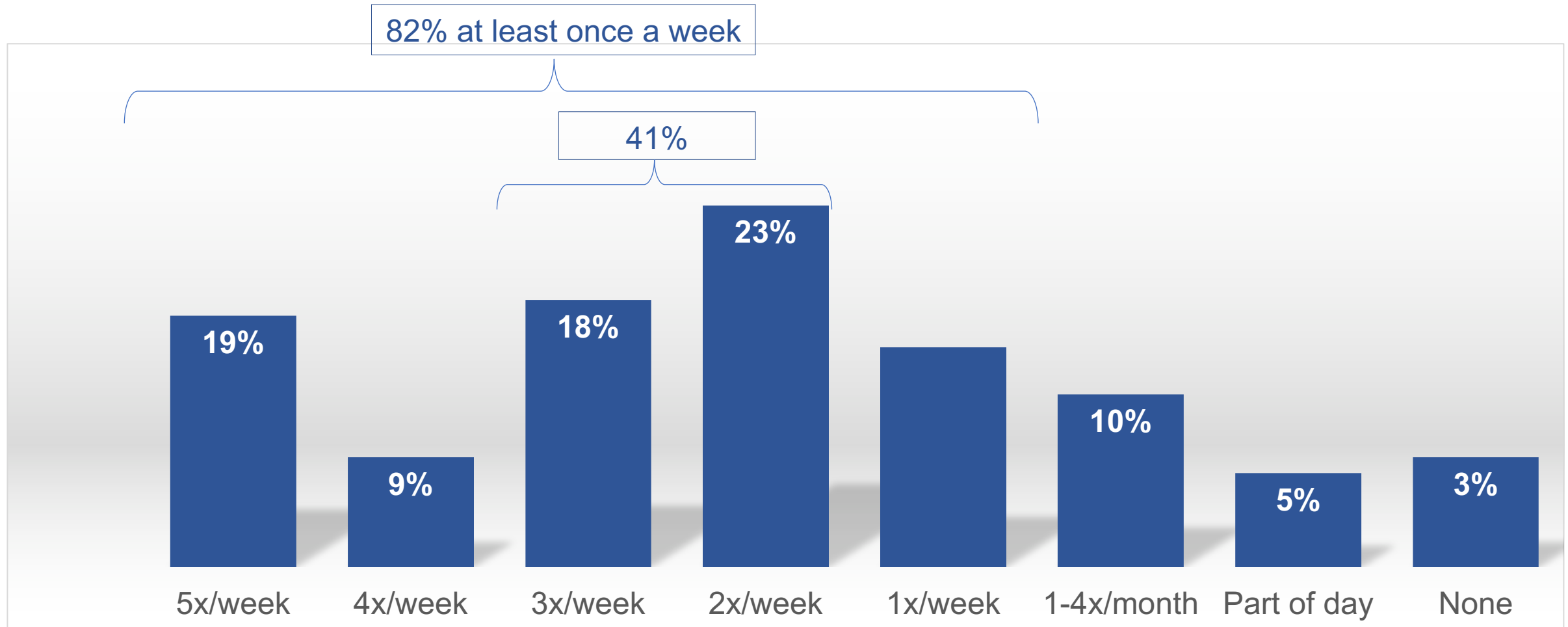
Equally S



Office (Global)



COVID CS



STAMFORD, Conn., December 15, 2020

**Gartner Survey Finds 90% Of HR Leaders
Will Allow Employees To Work Remotely
Even After COVID-19 Vaccine Is Available**



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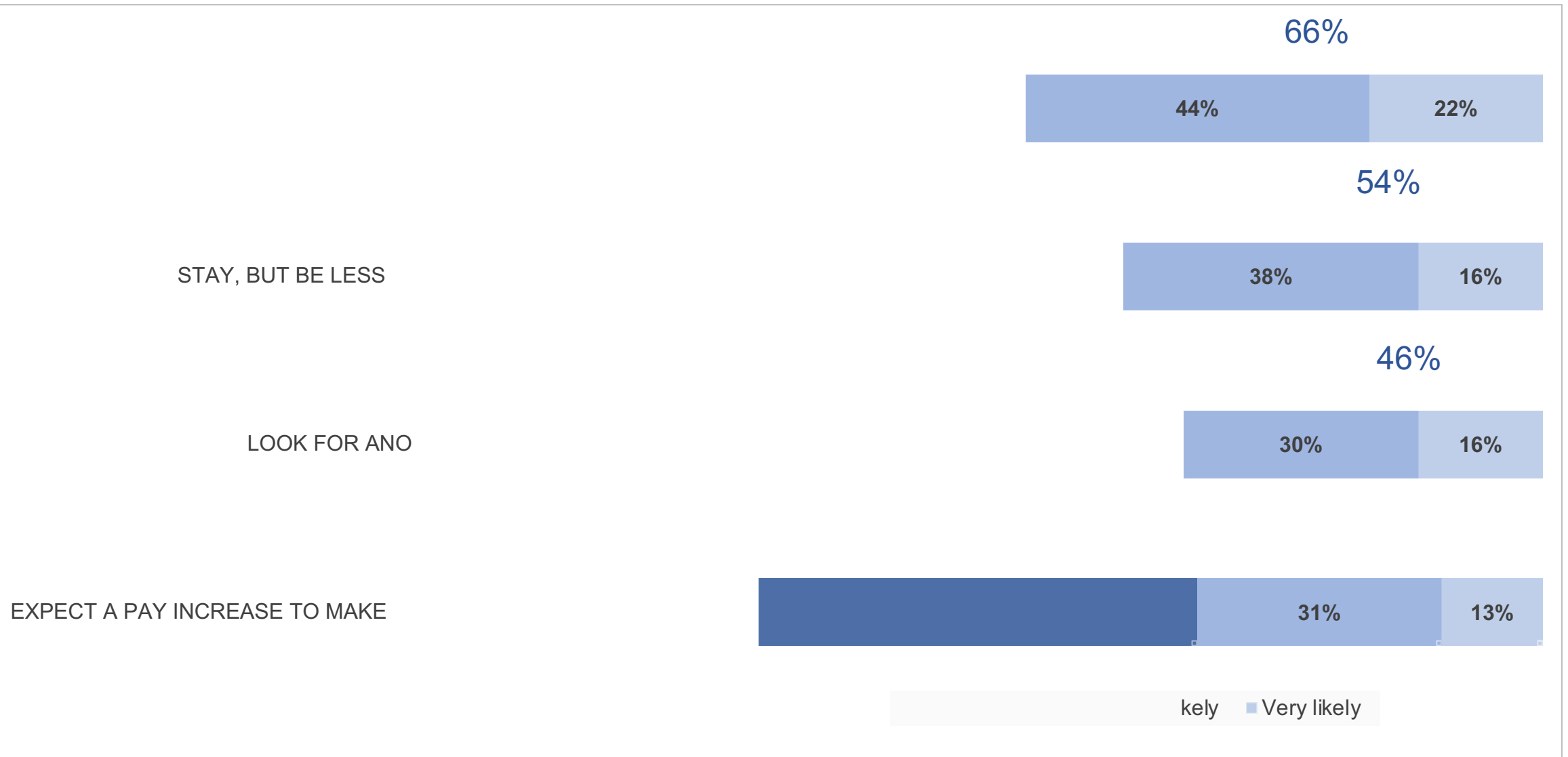


Future?
25-30%
Multiple Days/Week



If, after the pandemi

remotely...



business Case for Distributed W



Employers



Employees



Environment



Society

A close-up photograph of a pay stub. The document is white with blue text and a blue header. The header reads "This Pay". The table below lists various financial items and their corresponding amounts.

	This Pay
Gross Pay	388.27
Pension	0.00
AVC's	0.00
able Pay	388.27
	0.00
	0.00
	0.00
	0.00
	0.00



Annual Savings Half-Time Remote Work

Productivity (+15%)	\$7,500k
Real Estate (-25%)	\$2,000k
Absenteeism (-30%)	\$1,200k
Retention (-10%)	\$ 500k
Continuity of Operations*	\$ 400k
- Costs	\$ 670k

**= \$10.8M/year for every
1,000 half-time remote workers**

* Assumes 1 day/year employees would otherwise not be able to work

THE BUSINESS CASE FOR REMOTE WORK

FOR EMPLOYERS, EMPLOYEES, THE
ENVIRONMENT, AND SOCIETY



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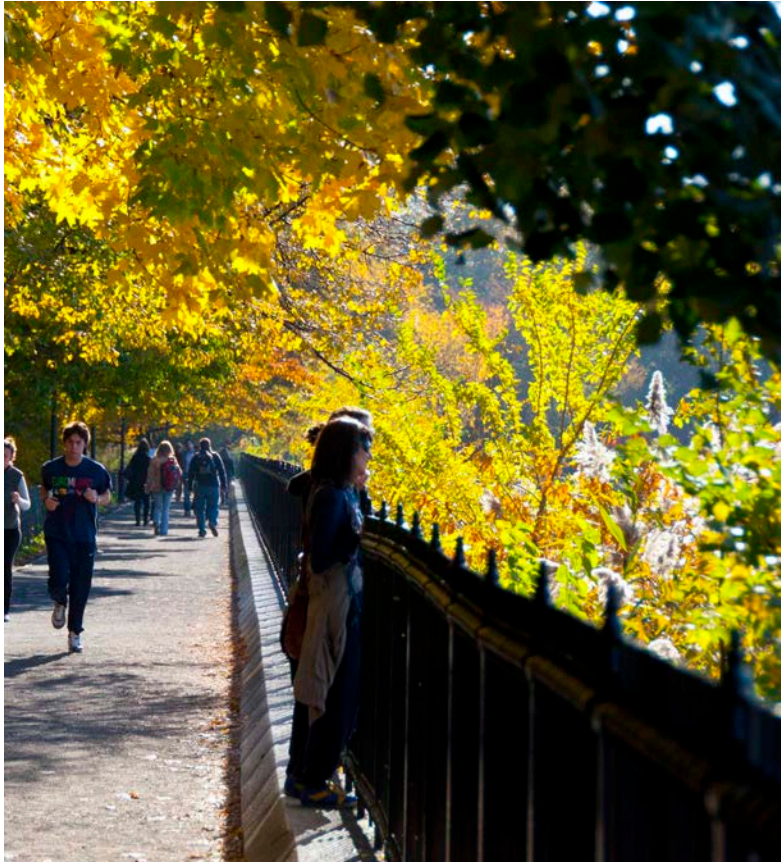
activity
state
eeism
ver
er Preparedness



How you will save \$
Calculations
Research
Case Studies







January 2021



- Cultural connection
- Team dynamics
- On-boarding
- Subtle grooming
- Young workers
- Parents
- Over-working
- Well-being
- Equity
- Career worries

Optimist sees
opportunity in every
adversity.

Pessimist sees
adversity in every
opportunity.





Global
Workplace
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Let us help you
emerge from the
pandemic with new
insights, intelligence,
and approaches for
the future...

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<http://globalworkplaceanalytics.com/whitepapers>



JAY INSLEE
Governor



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EXECUTIVE ORDER 14-02

**EXPANDING TELEWORK AND FLEXIBLE WORK HOURS
PROGRAMS TO HELP REDUCE TRAFFIC CONGESTION
AND IMPROVE QUALITY OF LIFE**

The Bottom Line on Telework for the Thurston Region State and Local Government

October, 2013

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