# The New Workforce Awakens

**WARM UP**
Let's open the session including interaction, in which you tell us about your motivation why joining us today!
**1**

**2**
**ENABLEMENT**
What is the remote workforce all about and what are the most important enablers/pillars for implementation?

**MATURITY CHECK**
Let us know how mature your organisation is regarding remote collaboration!
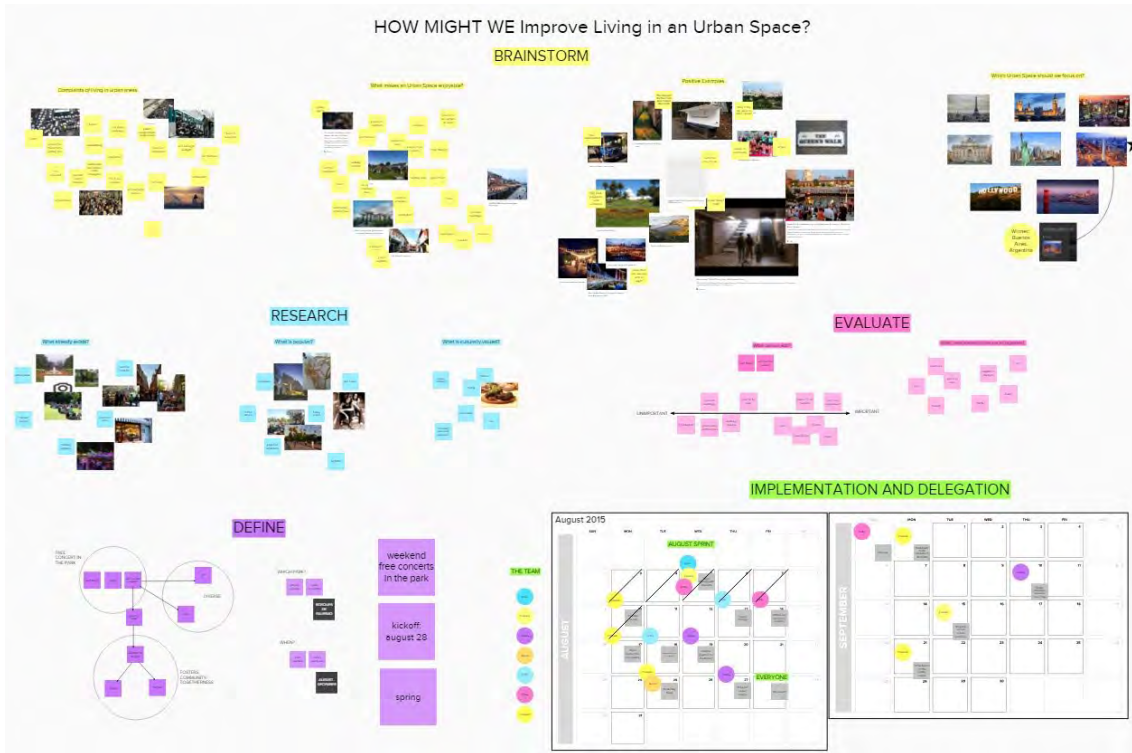**3**

**4**
**REALITY CHECK**
Our guest speakers from MODUL University Vienna talk about their recent remote collaboration implementation.

# #1

# Warm Up

# Collaboration Demo 1



## Remote Whiteboard

To show you a little bit how remote collaboration can look like, we prepared a whiteboard for you with the tool „Mural". You can find the canvas under the following link:

https://bit.ly/3eO0yEB

If you follow the link, you will reach the canvas. We have no restricted access, so you can go there and try it out now.

# #2

# Enablement

WHAT YOU NEED

# WHY

**nagarro**

PHYSICAL DISTANCING

EXPAND SERVICES / REGIONS

INCREASED PRODUCTIVITY

BURNOUT PREVENTION

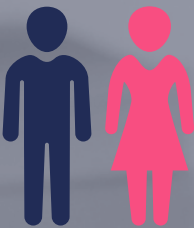DECREASED OVERHEAD COST

HAPPY MILLENNIALS

# **Nagarro** Work From Home (WFH)

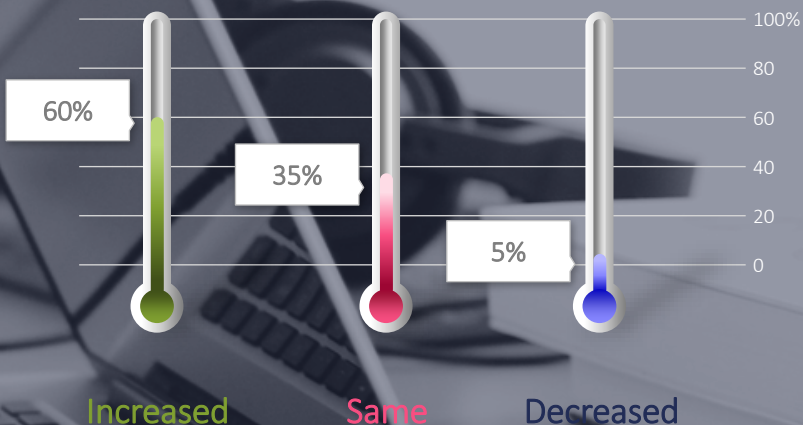Survey took place within the lockdown period during the COVID-19 crisis.

The participation was very high, nearly 70% of the worldwide workforce of Nagarro participated in this survey, so we can share our insights with you.

**Participation**

70%

## Has your **productivity** increased during WFH

100%

80

60%

60

35%

40

20

5%

0

Increased

Same

Decreased
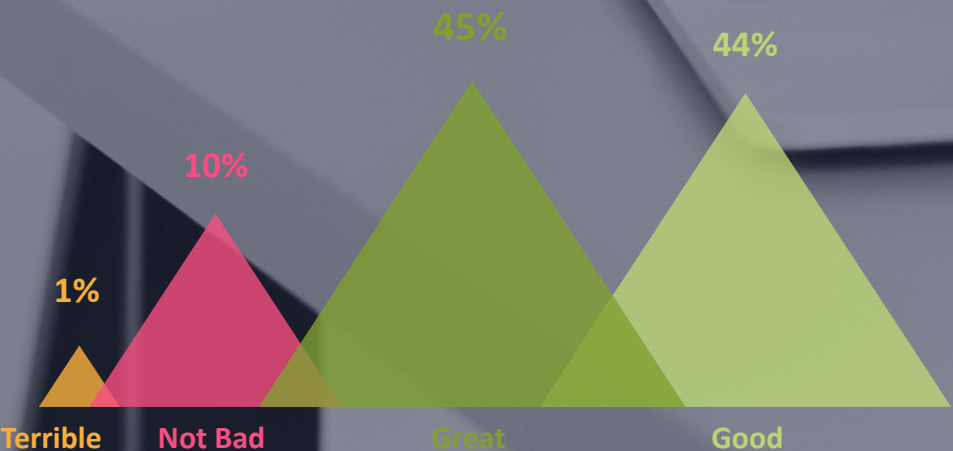
More than 30% in average for all geographies of the participants are going to **keep WFH up for at least 3** days a week

30%

## **Do you enjoy** WFH

45%

44%

10%

1%

Terrible

Not Bad

Great

Good
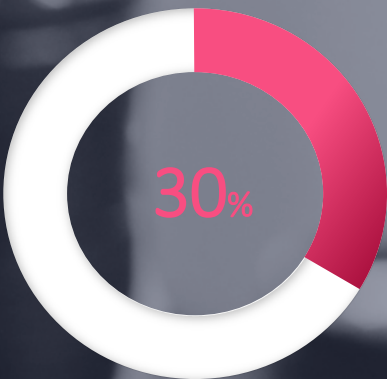
# Health and Social benefits

## STRESS REDUCTION

## 82%
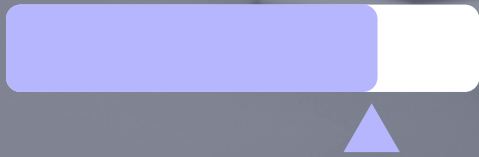
of people working at least once a month from home are more likely to report feeling happier and a reduction in stress levels

## WORK LIFE BALANCE

## 1 in 4

employees say the flexibility of working from home allows them to work around their friends and family

## EMPLOYEE RETENTION

## 50

out of 100 people who worked remotely were less likely to leave the company for an other employment.

# Cost Benefits

## $5 billion
have been saved in the year 2018 by US companies by letting employees work from home at least part of the time.

## 6 of 10
employees identify cost savings as a significant benefit of telecommuting.

## $11.000
can be saved by the average business per person by letting employees work from home at least half of the time.

## $4.000
can be saved per employee per year in average by telecommuting, this includes savings on the cost of gas, car maintenance and business lunches.

# **Future Proof Benefits** of the Remote Workforce

## MILLENNIALS

68%

of the millennial job seekers stated that a work from home possibility would increase the interest in the employer significantly.

## ENVIRONMENT
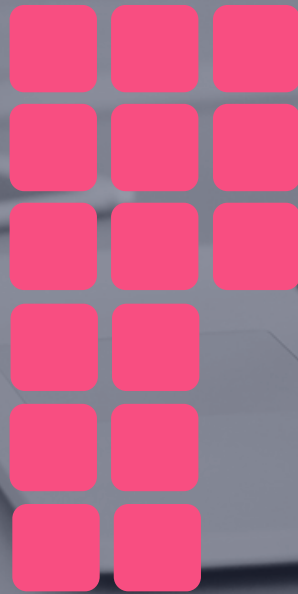
15t

of greenhouse gas emissions per employee per year can be saved.

## SATISFACTION

81%

say that they are satisfied with their current job, a figure which is 57% higher than the average job satisfaction levels.

# WHAT

CULTURE

RELATIONSHIP

COMMUNICATION

# Eric Example (BioDex)

Director Happiness

🏠 A Street, City

📞 (+43)-664-1234567

✉ eric.example@company.com

Contact preference: face2face Teams
Communication Time: 9-12 am
Focus time: 1-5 pm
Lunch time: 12 am to 1 pm
Feedback: immediate

**PERSON MAP**

CAREER
- keep up with recent technology
- drive innovation projects

FAMILY
- married
- 1 grown up daughter

HOBBIES
- I do like sports
- biking
- boardsports
- fitness

GOALS
- I want to ride once the Paris to Nice bike race bike route

VALUES
- taking care of the environment
- trust and reliability
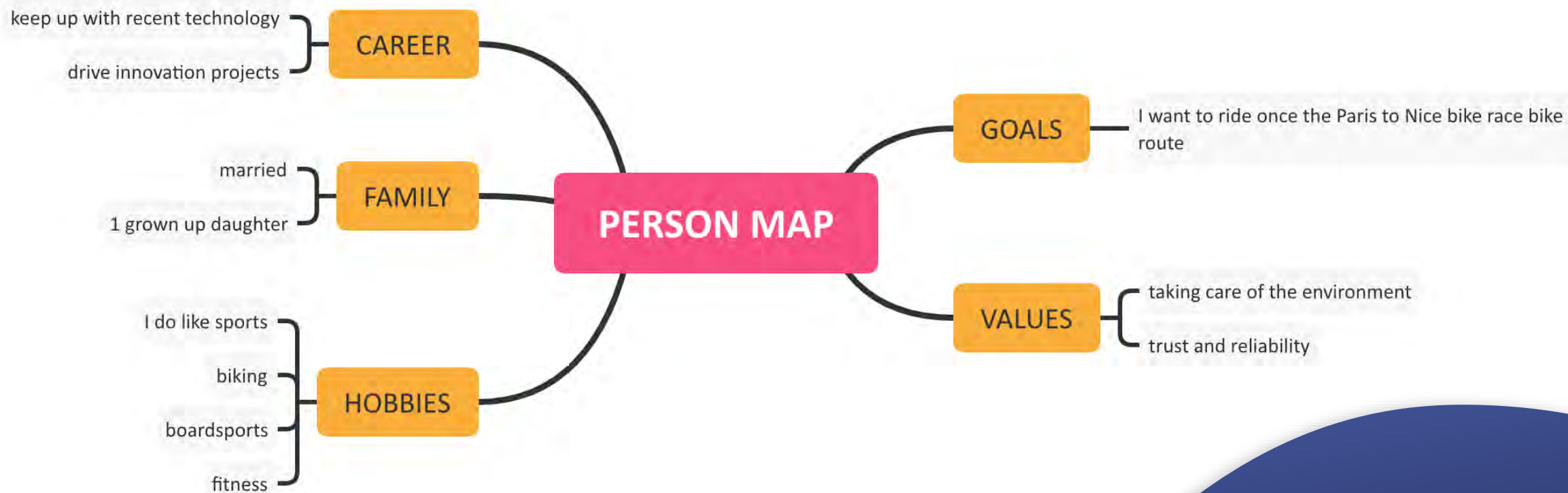
# 2020 JUNE

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|---|---|---|---|---|---|---|
| 31 | 1 Team SyncUp Daily | 2 Team SyncUp Daily | 3 Team SyncUp Daily | 4 Team SyncUp Daily / Weekly Afterwork | 5 Team SyncUp Daily | 6 |
| 7 | 8 Team SyncUp Daily | 9 Team SyncUp Daily | 10 Team SyncUp Daily / Community Call | 11 Team SyncUp Daily / Weekly Afterwork | 12 Team SyncUp Daily | 13 |
| 14 | 15 Team SyncUp Daily | 16 Team SyncUp Daily | 17 Team SyncUp Daily | 18 Team SyncUp Daily / Weekly Afterwork | 19 Team SyncUp Daily | 20 |
| 21 | 22 Team SyncUp Daily | 23 Team SyncUp Daily | 24 Team SyncUp Daily | 25 Team SyncUp Daily / Weekly Afterwork | 26 Team SyncUp Daily / Organ. Monthly | 27 |
| 28 | 29 Team SyncUp Daily | 30 Team SyncUp Daily | 1 | 2 | 3 | 4 |

# HOW

GOALS

HIRING

RELATIONSHIP BUILDING

COMMUNICATIONS

TECHNOLOGICAL SOLUTION

## Sentiment Survey

**smilecorp.bot** APP 4:55 PM
This poll is closed.
@Rajesh is polling members of #general! Votes in this poll are anonymous 🔒. (edited)

I do not feel lonely at work.

**Strongly Agree**
9% (3)

**Agree**
56% (18)

**Neutral**
22% (7)

**Disagree**
9% (3)

**Strongly Disagree**
3% (1)

**Total votes**
32

✓ View All Responses

**#3**

# Maturity Check

### WHERE YOU ARE NOW

# Remote Collaboration Maturity Check



We are new to the topic, but we see the need to get our workforce ready for remote.

We have already started and are expanding our remote workforce, but we may need input on how to take it to the next level.

**Mastery**

**Advanced**

**Intermediate**

We are quite mature in this matter, but want to learn how to keep a certain continuity and improve the virtualization of processes..

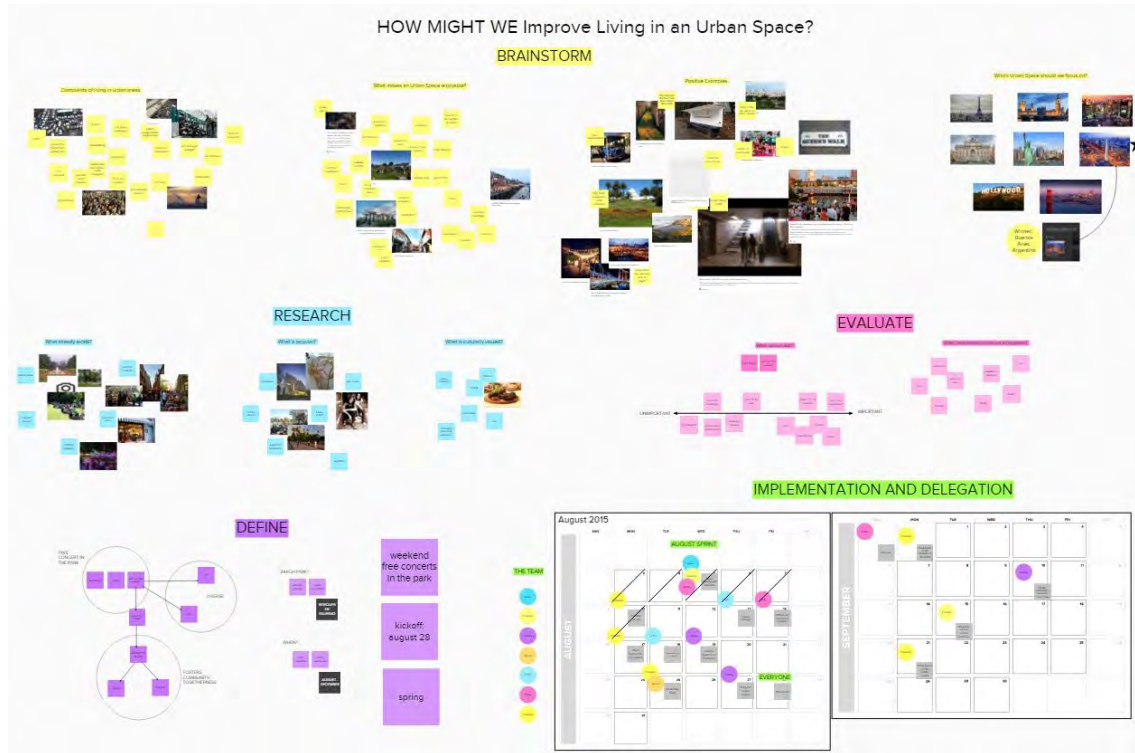We have successfully implemented remote collaboration into our workforce but want to improve the environment, culture and leadership.

**Beginner**

nagarro

# Collaboration Demo 2



## Remote Whiteboard

To show you a little bit how remote collaboration can look like, we prepared a whiteboard for you with the tool „Mural". You can find the canvas under the following link:

https://bit.ly/3eO0yEB

If you follow the link, you will reach the canvas. We have no restricted access, so you can go there and try it out now.

# We can support you
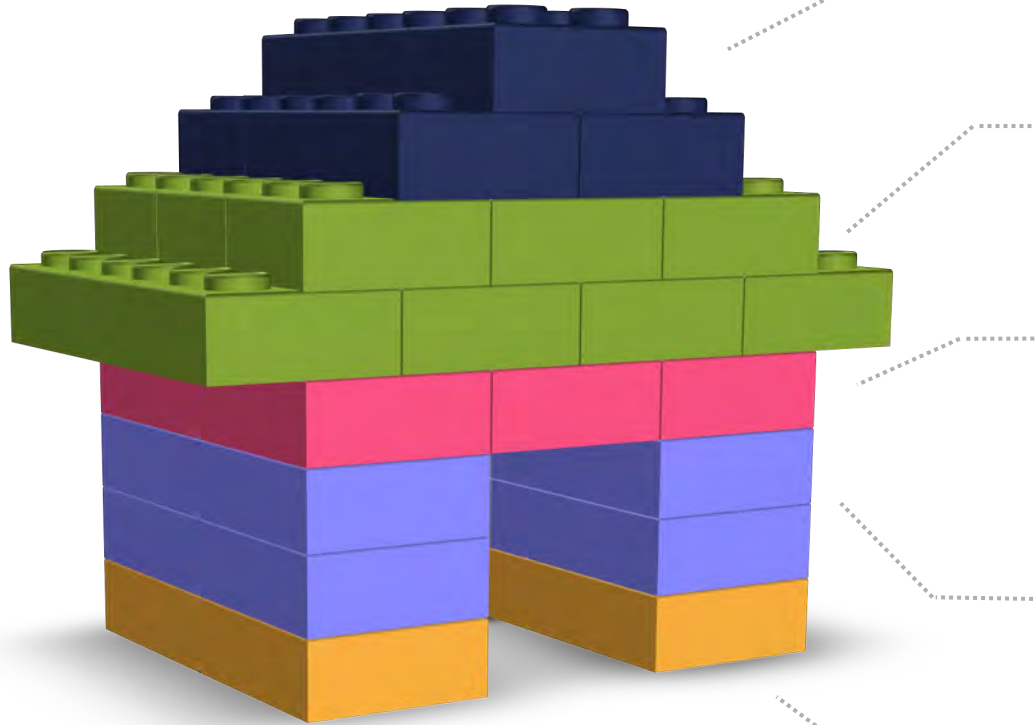


**5** Ready4Remote
After implementing the prior 4 steps we will **accompany you and your organization** with workshops and trainings.

**4** Tooling
With your organization's need in mind, we can **support you with the selection of the right tools that fit your current infrastructure and processes** for going remote.

**3** Leadership
is the core competence needed within remote settings for being successful as an organization. We can help you **to focus on leadership methods that lead to successful collaboration**.

**2** Collaboration
With years of experience in a wide variety of **collaboration models**, we can guide you and your team to successfully implement a collaboration model that matches your readiness and organization.

**1** Enablement
We evaluate together whether your infrastructure and core processes are ready for a decentralized working model and **support you with insights, best practices and professional services**.

**#4**

# Reality Check

MODUL UNIVERSITY VIENNA
GOES REMOTE – VIEW THE
INTERVIEW IN THE
RECORDING!

# Some Links for Input

- https://www.infoq.com/articles/top5-problems-distributed/

- https://remote.co/10-stats-about-remote-work/

- https://workplaceinsight.net/home-workers-take-less-sick-days-than-office-based-colleagues/

- https://www.inc.com/scott-mautz/a-2-year-stanford-study-shows-astonishing-productivity-boost-of-working-from-home.html

- https://www.crn.de/markt/studie-der-groesste-klimakiller-ist-das-buero.4804.html (old one)

- https://www.collaborationsuperpowers.com (best page on the web for collaboration tools)