

HOW TO BE REMOTELY SUCCESSFUL

Michael Leftley and Gemma Dale



SPEAKERS



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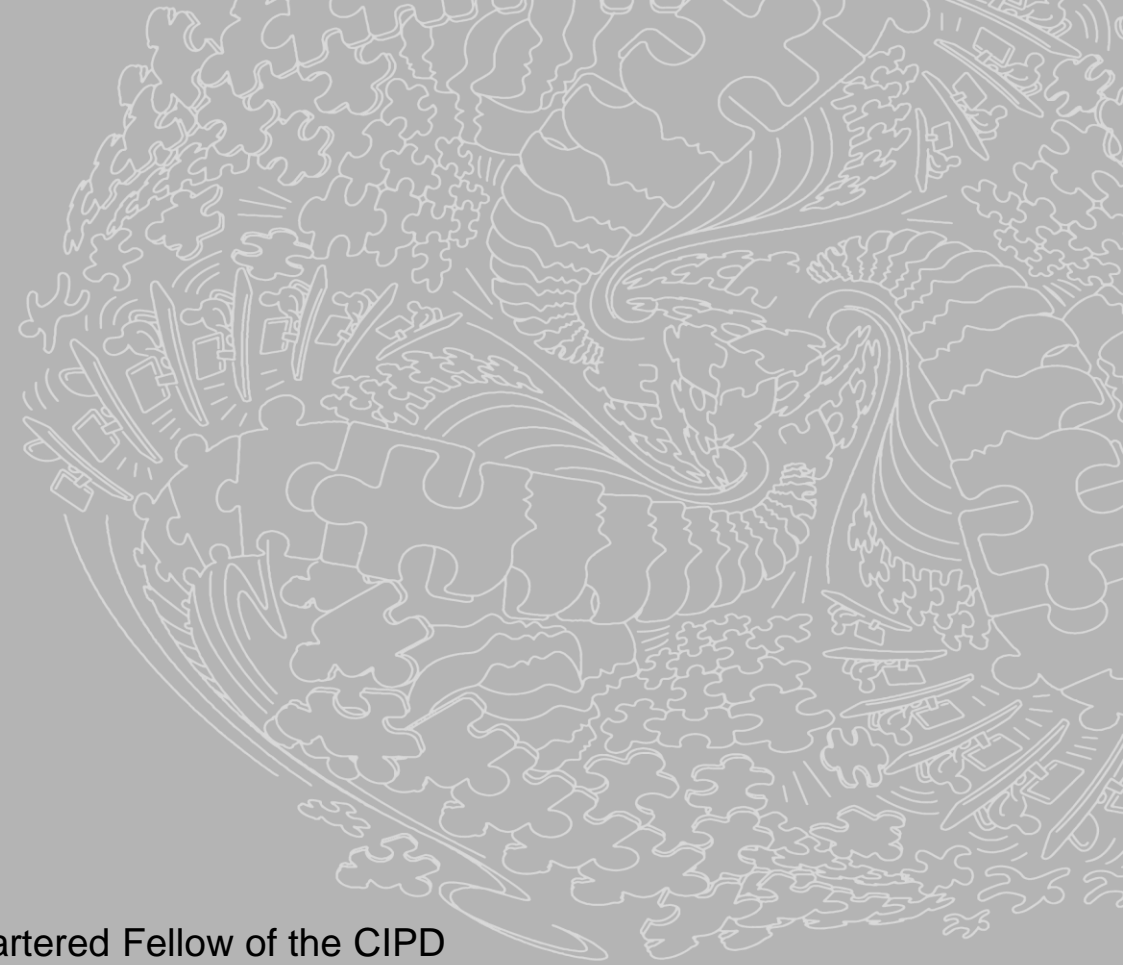
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GEMMA DALE
THE WORK CONSULTANCY

Gemma is an experienced HR Director, a Chartered Fellow of the CIPD and a regular speaker and writer on a variety of HR topics. Gemma lectures at Liverpool John Moores University and runs “The Work Consultancy” where she focuses on policy development, flexible working and wellbeing.

Gemma’s latest book ‘*Flexible Working*’ will be published in December 2020 (and **code: AHR20** will obtain 20% off the book at www.koganpage.com). You can find Gemma on Twitter [@HR_Gem](https://twitter.com/HR_Gem).



WORK AND COVID-19: WHERE NOW AND WHAT NEXT?

Working from home

Emerging trends and issues

Rethinking the office

Possible futures?

*The biggest
flexible working
experiment ever?*



Working from home: Twitter reveals why we're embracing it

May 22, 2020 12.20pm BST



Working from home is here to stay 74% of bosses planning to keep policies after Covid-19 pandemic

More than more than half of nearly 1,000 company bosses polled also said intend to reduce their long-term use of office spaces

Majority of firms considering 'meet-up' spaces rather than full-time offices

Richard Stuart-Turner, SEPTEMBER 15, 2020



More than three in four UK business managers feel that 'collaborative' workspaces will be most suitable for their organisation post-lockdown, according to new research.



Working from home is here to stay 74% of bosses planning to keep policies after Covid-19 pandemic

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Freedom of choice to prevail in post-COVID-19 work styles

Jo Gallacher, JUNE 22, 2020



Employees will want more freedom in where they choose to work following the coronavirus pandemic

Researchers at Liverpool John Moores University (LJMU) found since the introduction of mandatory remote working, many employees had the chance to exercise more, spend time with family and time to think and reflect.

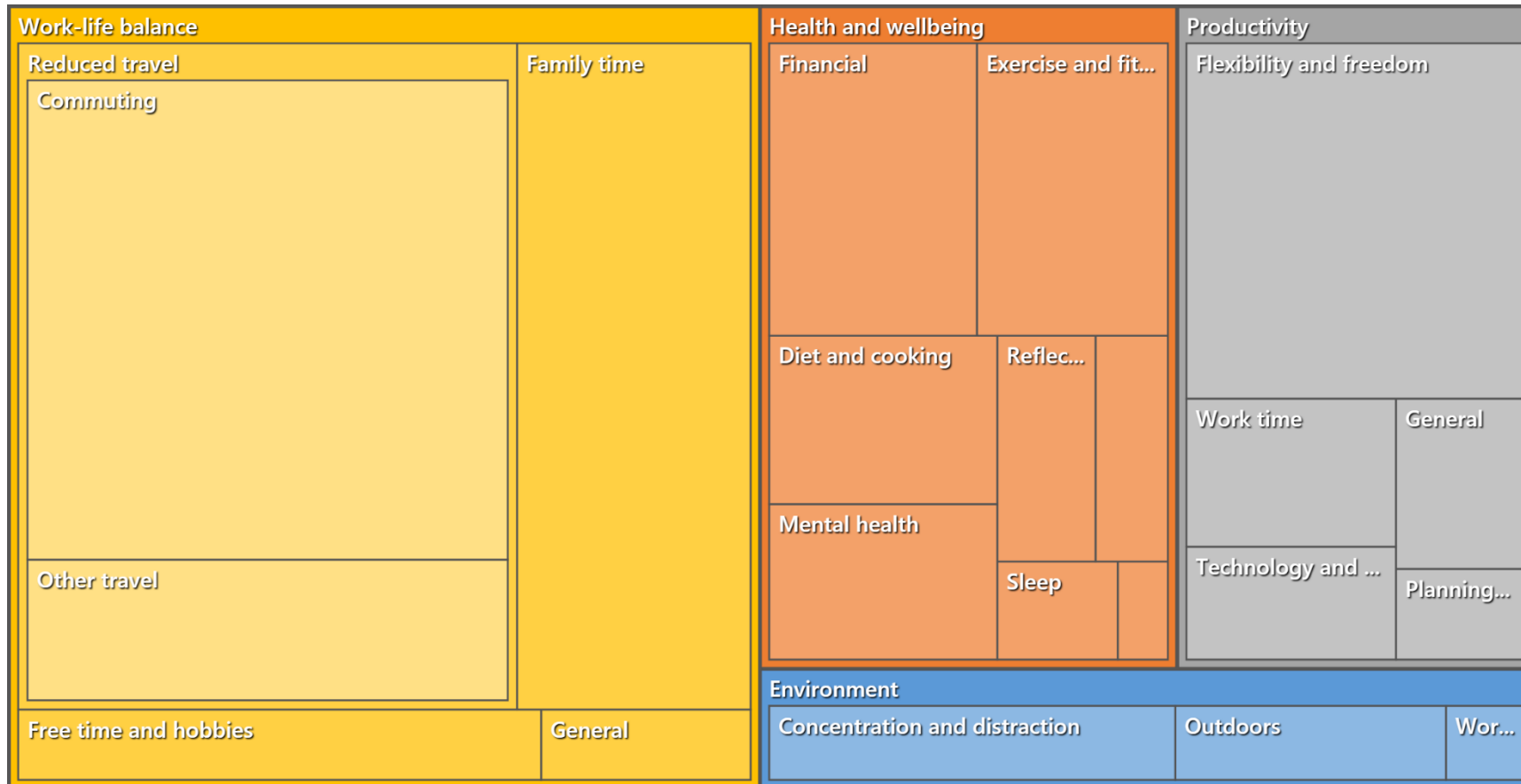
Almost two thirds (62%) of people said they wanted to work from home more on a regular basis.



Covid-19 has changed working patterns for good, UK survey finds

Few staff say they intend to return to their offices five days a week

BIGGEST BENEFIT OF WFH



Dale, Tucker and Wilson (2020),
Liverpool John Moores University

EMERGING TRENDS AND ISSUES



FLEXIBLE WORKING



ENGAGEMENT AND MOTIVATION



RETHINKING THE OFFICE



WELLBEING



COMMUNICATION AND COLLABORATION





LEADERSHIP AND MANAGEMENT

DISRUPTING....

- Recruitment
- Induction
- Retention
- People policies
- Learning and development
- Performance management
- Reward



CHALLENGES

- The micro manager
- HUTH and other myths
- Burnout
- Tech
- The way we have always done things
- The office to home lift and shift
- Digital presenteeism



POSSIBLE FUTURES



?



ORGANISATIONS NEED.....

A plan for now (and the next 6 months)

A strategy for the future





- Listen to your people
- Support people managers
 - A policy for the future
- Tech for the longer term
- Rethinking HR practices

HOW TO BE REMOTELY SUCCESSFUL

Please send any follow up questions to Laura.Klair@addleshawgoddard.com

