

KEYNOTE PRESENTER



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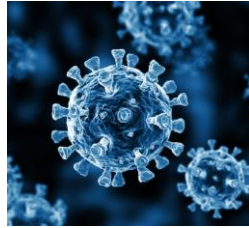
Engaging Your Remote Workforce

2022 VIRTUAL CONFERENCE

*The Benefits of a Remote-
First Mentality*

FEBRUARY 23





The Future of Work Remote Work Intersections

I hereby resign from the service of the company.
The Great RESIGNATION
I have thought about this for a while and decided that I would like to pursue my dream of one day being an entrepreneur.



2020-2030
Transformational decade,
radical change

Pandemic accelerated the
future of work by 5-7 years

Pandemic experience
changed how we think about
work

Increased uncertainty,
volatility, complexity &
ambiguity

Great Resignation
Flexibility, equity, fairness
work/life harmony

Among actively disengaged
workers in 2021, 74% are
either actively looking for
new employment or watching
for openings.
—Gallup, 2021

Remote Work Statistics

“Remote is working, 82% of workers praised their leadership for understanding how to operate a team remotely.

The same number of respondents believe that remote work is the future, and that they have the tools and processes now that they need to communicate with their teams.”

-GITLAB, 2021

Remote Work Statistics

“32% of those employees surveyed said they would quit their job if they were not able to continue working remotely.”

-Owl Labs, 2021

Remote Work Statistics

“77% of those who work remotely at least a few times per month show increased productivity, with 30% doing more work in less time and 24% doing more work in the same period of time”

-ConnectSolutions, 2021

The future of work
is not just remote...
IT IS REMOTE-FIRST



Polling Question

Do you clearly understand the differences between Remote-First, Remote Only, Remote Friendly and Hybrid Remote?

Yes

No

Are there differences?

Differentiating Remote-First, Remote Only, Remote Friendly and Hybrid Remote

- **Remote-First:** Work model backed by documentation, policies and workflows. 100% distributed, occasionally some workers come to a physical office.
 - *Feels Natural*
- **Remote only:** Everyone works remotely - no common physical office
- **Remote Friendly:** Employees work remotely some of the time. Most work done in a physical office. Not everyone can work from home.
 - *Considered a perk or privilege*
- **Hybrid Remote:** Bridges the gap between onsite and remote. Some employees commute to physical office or coworking location and others work remote

The Remote-First Mindset

- Remote-First embraced as a strategy
- Organizations intentionally prioritize and optimize for remote work
- Remote-First prioritizes a people-centric approach for all

Benefits of Remote-First Culture

- Reduced operational cost
- Allows companies more flexibility
- Enables companies to respond better to unpredictable circumstances
- Better talent acquisition opportunities
- Higher productivity
- Increased employee retention

Remote-First Culture Challenges

- Culture
- Trust
- Communication
- Collaboration
- Inclusivity
- Isolation & Wellbeing

Transitioning From Remote Friendly to Remote-First

- **Build a culture that normalizes asynchronous working**
- Create processes, workflows, infrastructure and communication tools that enable remote work

Communication

- Use technology and communication tools that support effective communication

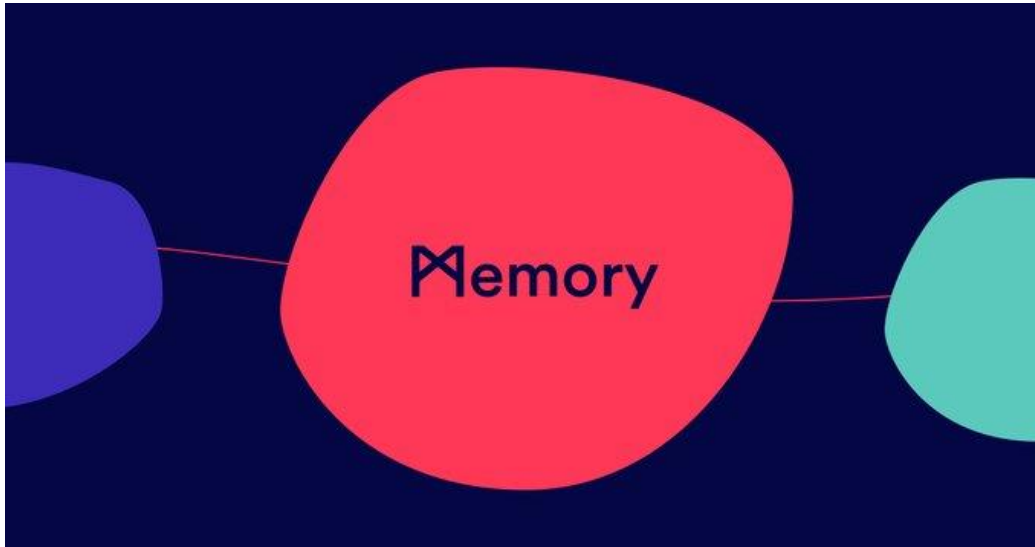
• **Collaboration & Connection**

- Tools like MS Teams, Slack or clubhouse to drive team collaboration and engagement
- Enables teams to be productive, and leverage curiosity and creativity to drive innovation

Transitioning From Remote Friendly to Remote-First

- **Inclusivity Equity and Belonging**
- Remote-first should not derail DIEB efforts
- Transition DIEB efforts consciously and intentionally

Transitioning From Remote Friendly to Remote-First



- **Virtual bonding, connection, fun**
- Remote-first culture should nurture human interactions virtually and remotely
- **Case Example: Memory**
- Intentional practices to bring employees and teams together to extend company culture, trust and relationships

The Future of Work Remote-First & The Metaverse

- Remote work is the future
- Remote-first aligns with the evolution of the future of work
- The office of the future for many will be in the metaverse



Closing Thoughts

The benefits of developing a remote-first mentality facilitates the transition to a remote-first culture

Organizational benefits: talent acquisition, engagement, productivity & retention

Focuses on the whole employee & humanizes worker experience

Positions organizations to stay in front of the future and thrive

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FUTURIST