

Working Remotely Before, During and After COVID-19

HITS LIVE VIRTUAL EVENT – MAY 27, 2020



REMOTE WORKING IN THE TIME OF CORONAVIRUS



- **COMPANIES**

- 55+% fully ready, 39% partially ready
- Many had some form or presence of remote work.
- The average transition time was two weeks
- Industry sector and job specialty were predictable at first but starting to see changes emerging

- **PEOPLE**

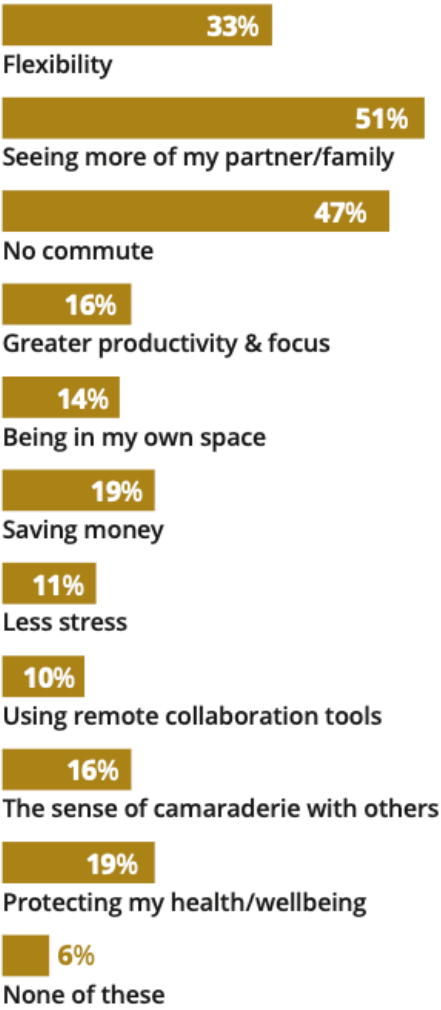
- Expectation vs actual
- Big swings within categories & weeks
 - 15 companies change 10 points up/down a week.
- Position matters in how you feel
 - Biggest Positives: Engineering
 - Biggest Negatives: Sales, Product Management
- Overall feeling about working from home and productivity are rising

- **TOOLS**

- Zoom, Teradici, Signiant

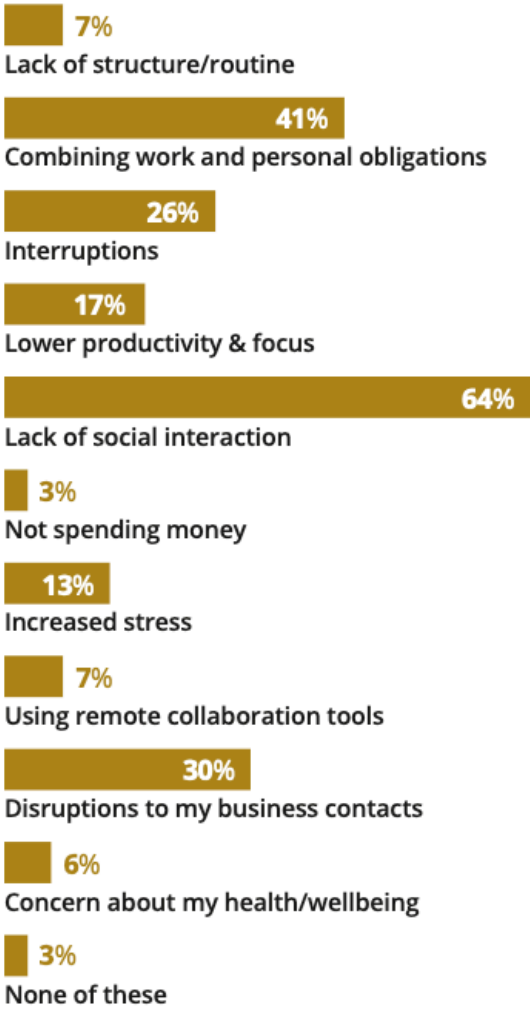
What are you enjoying most about remote working?

(Select up to 3)

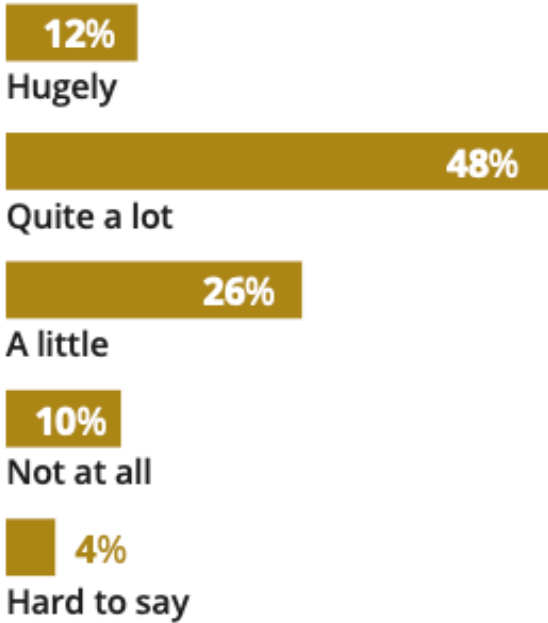


What are you enjoying least about remote working?

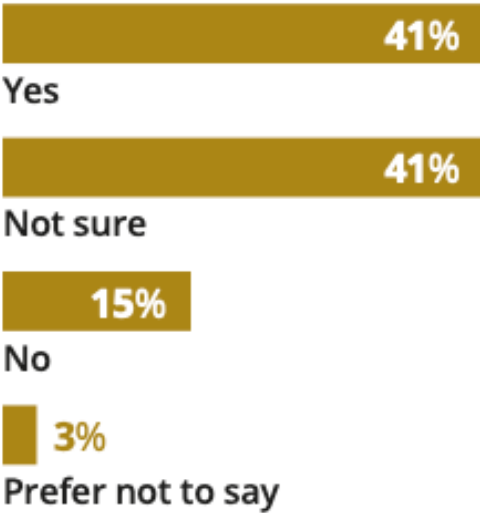
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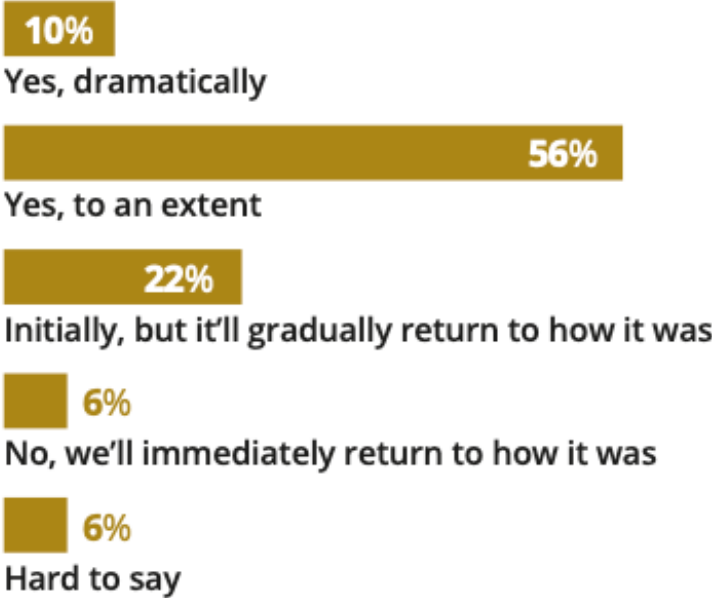
When the pandemic has passed, to what extent do you think your company will rethink its working environments?



Do you think the crisis will change the culture within your company?



When the pandemic has passed, do you think the way your company does business overall will change?



HOW ARE YOU FEELING FROM A WORK POV?

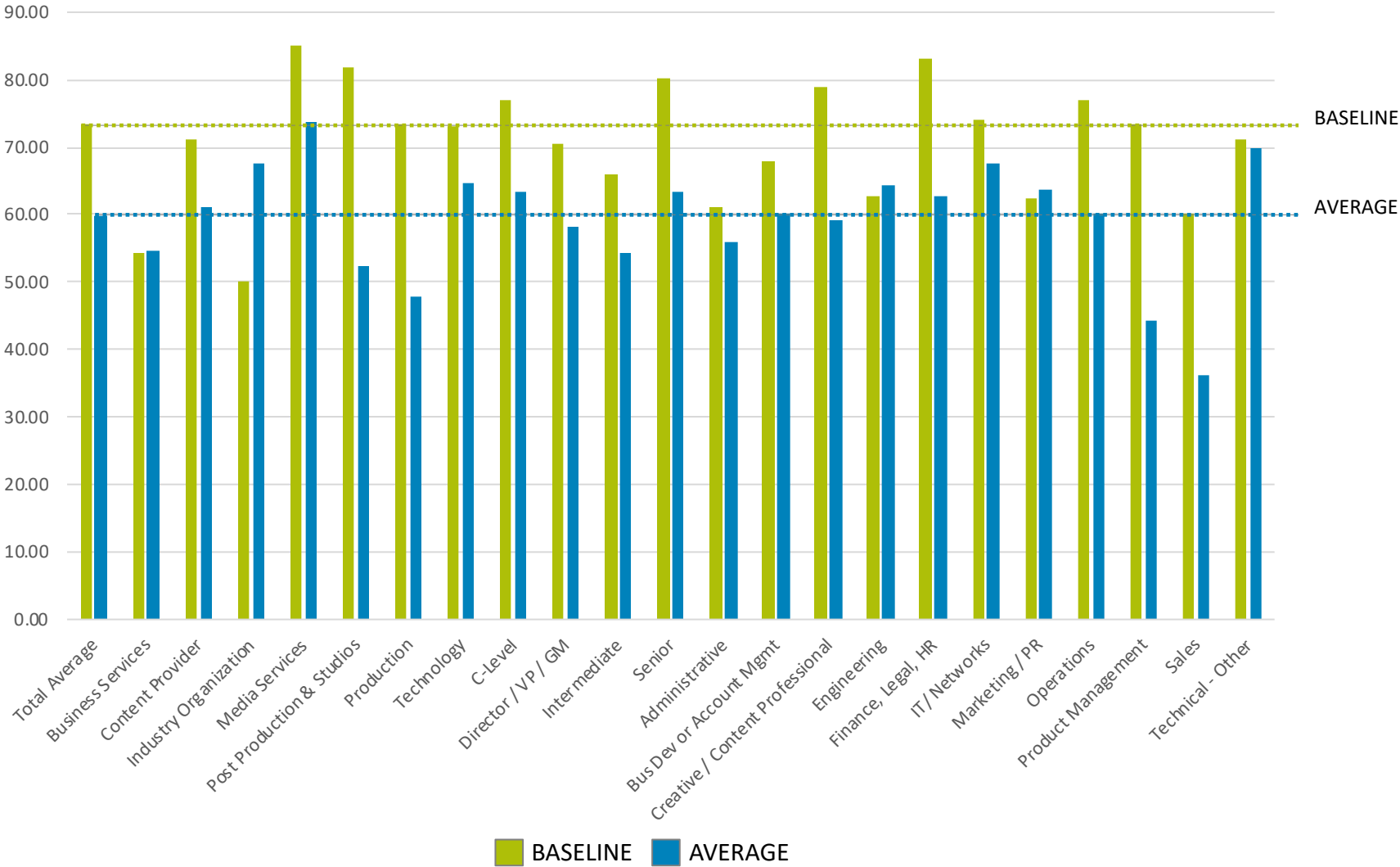
Weeks 1-5 Average vs Baseline

Baseline

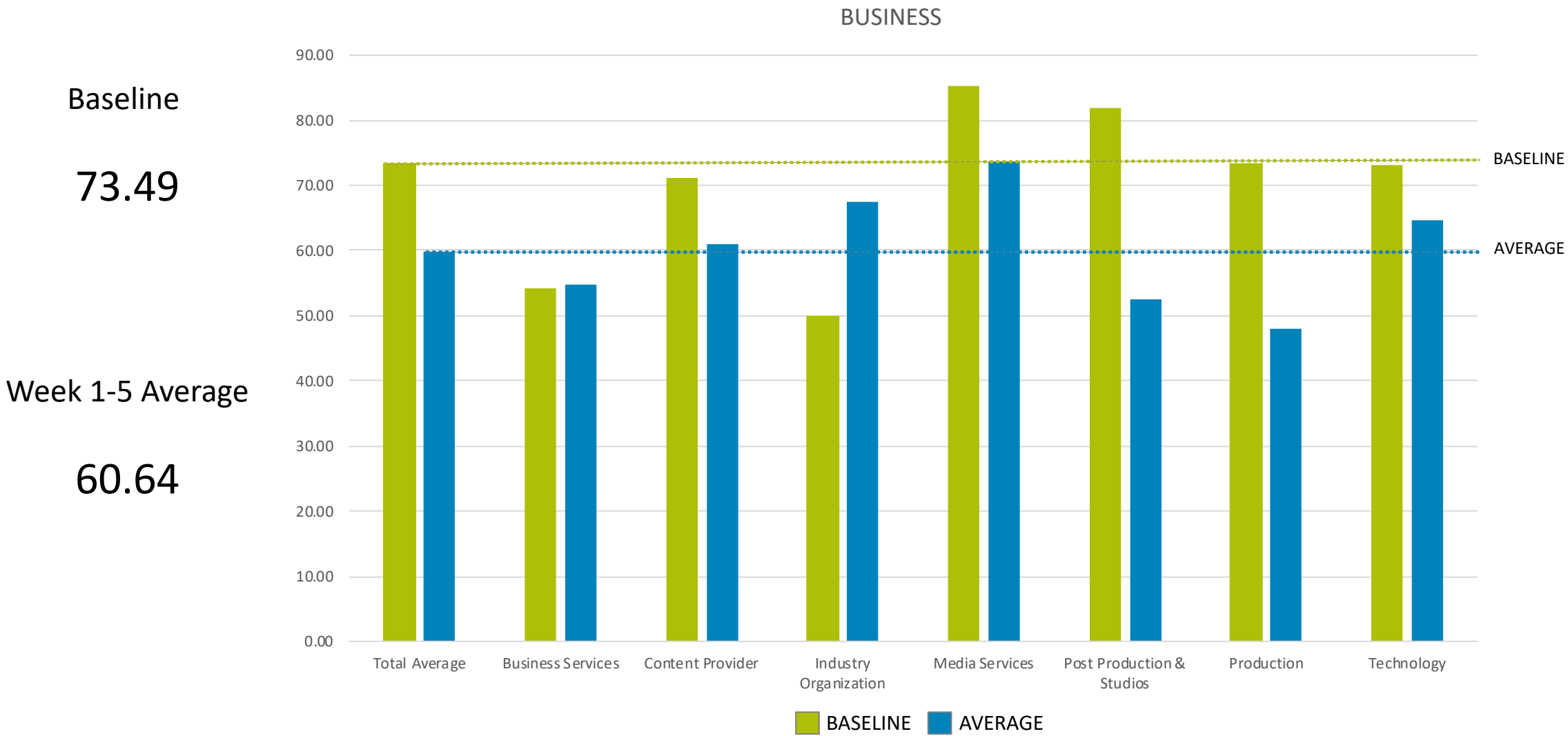
73.49

Week 1-5 Average

60.64

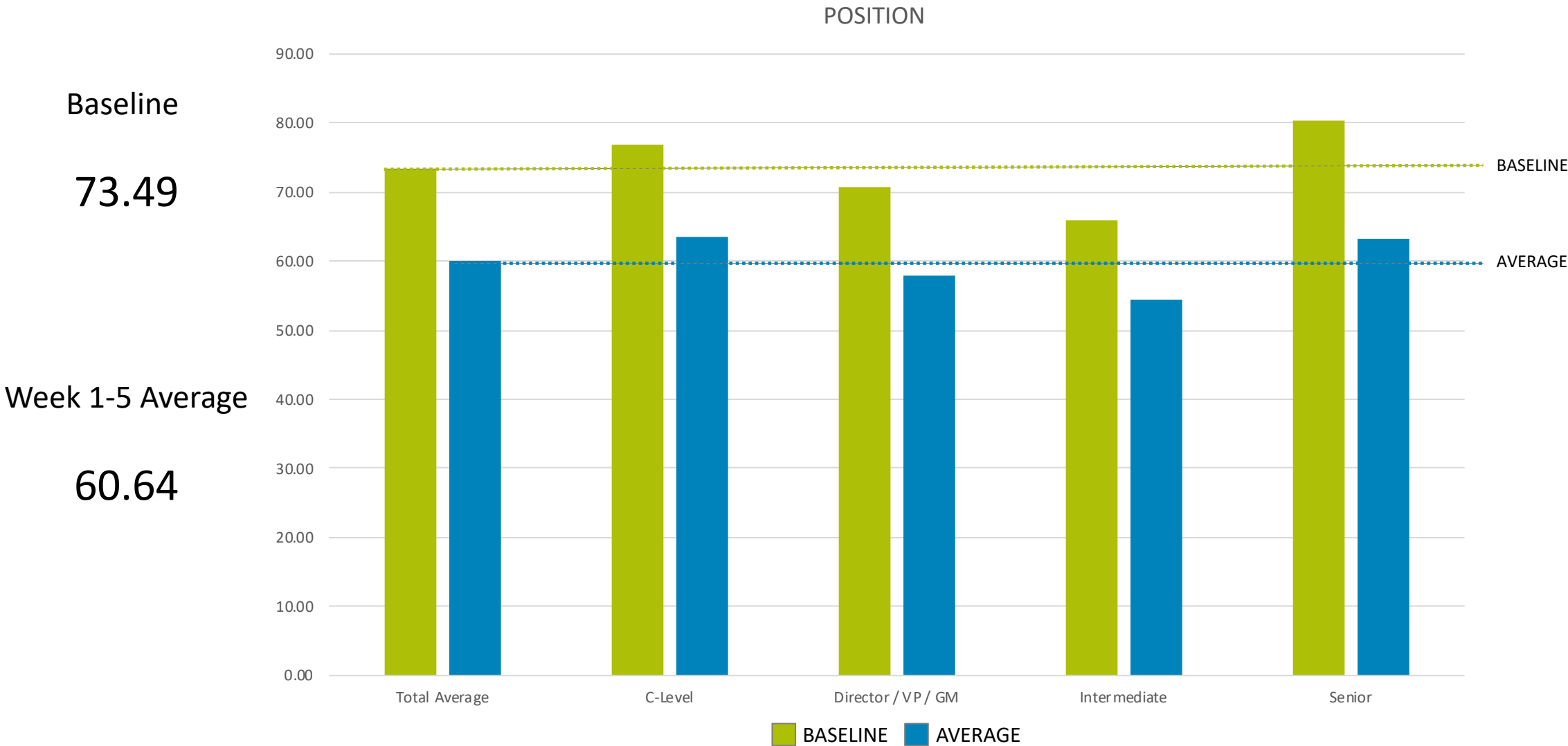


Weeks 1-5 Average vs Baseline



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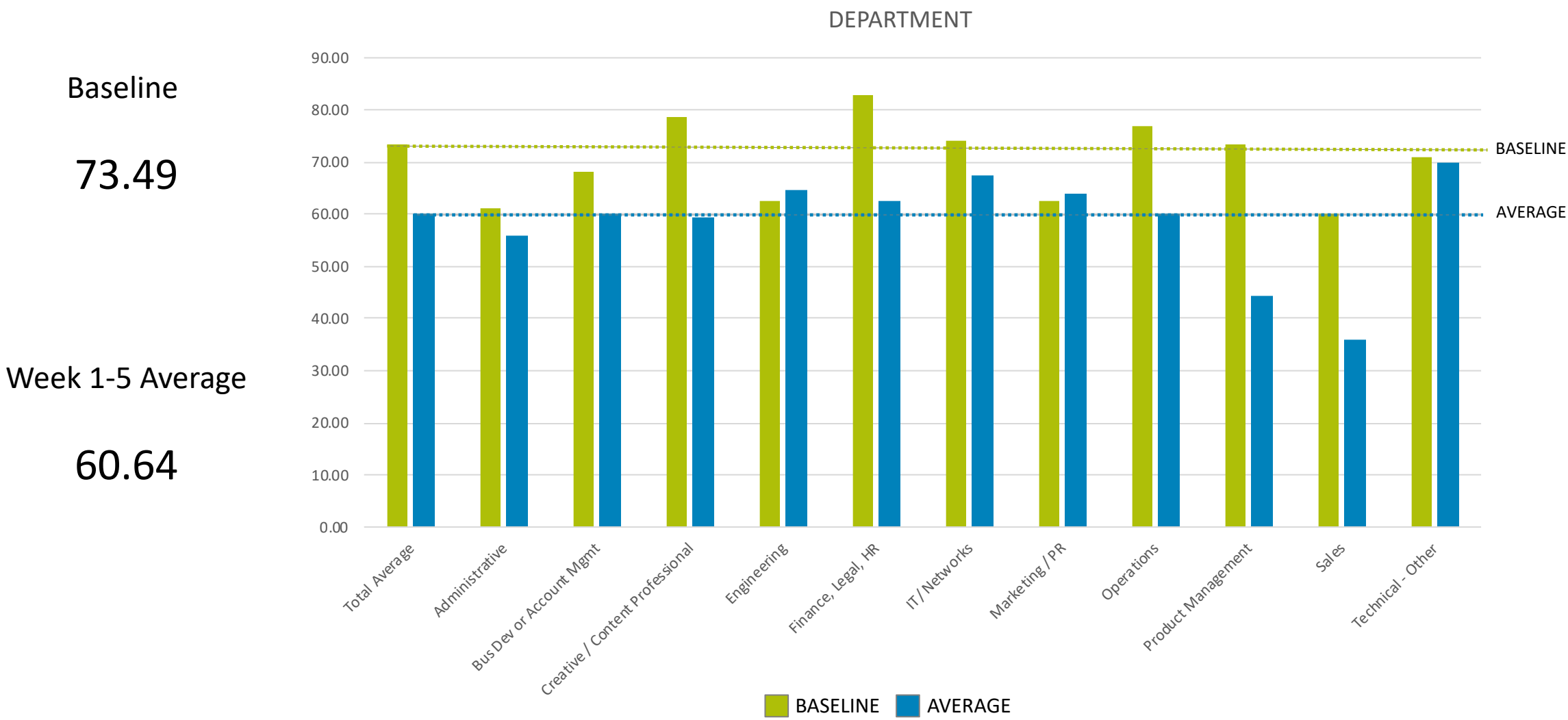
Weeks 1-5 Average vs Baseline



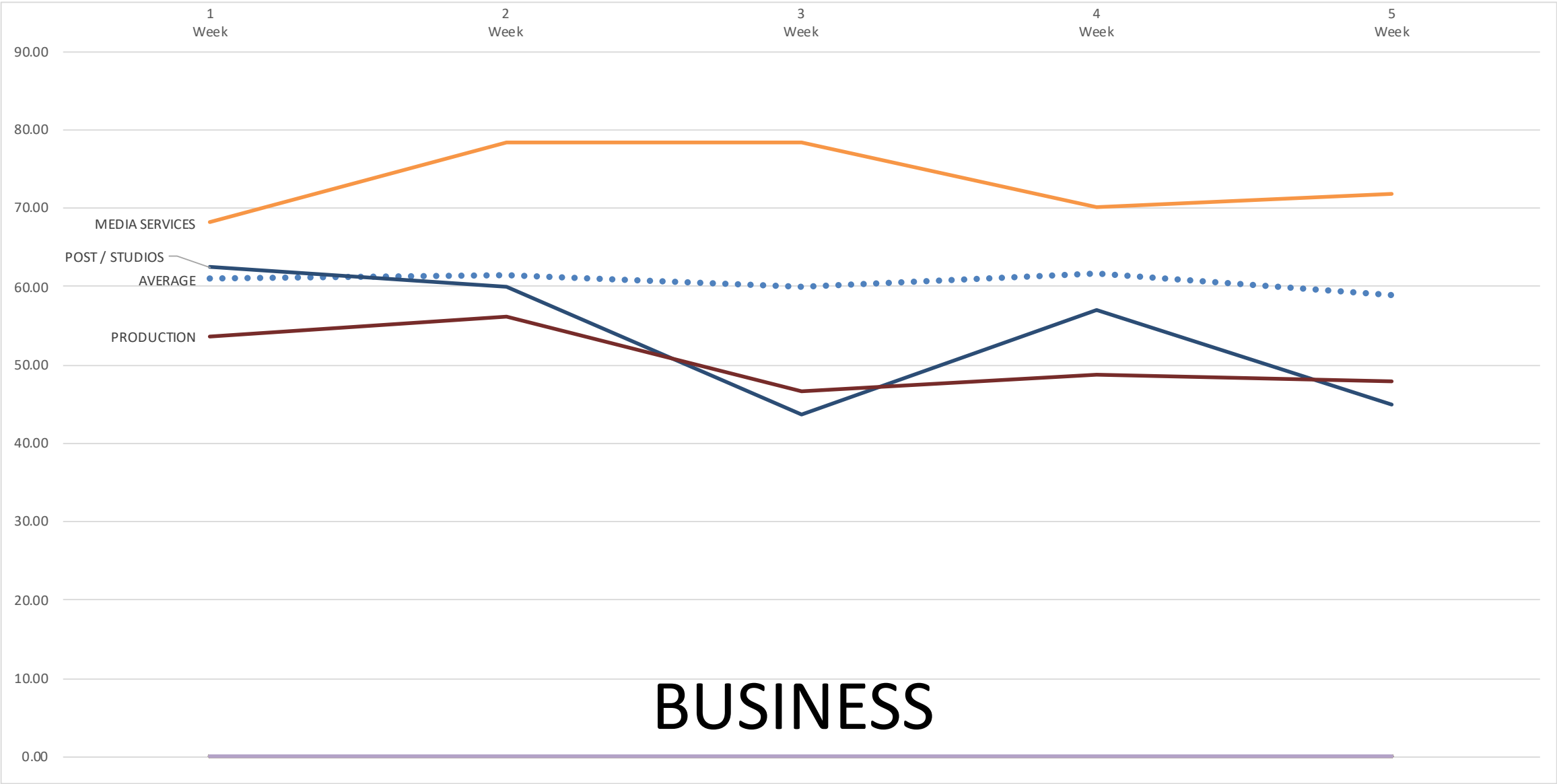
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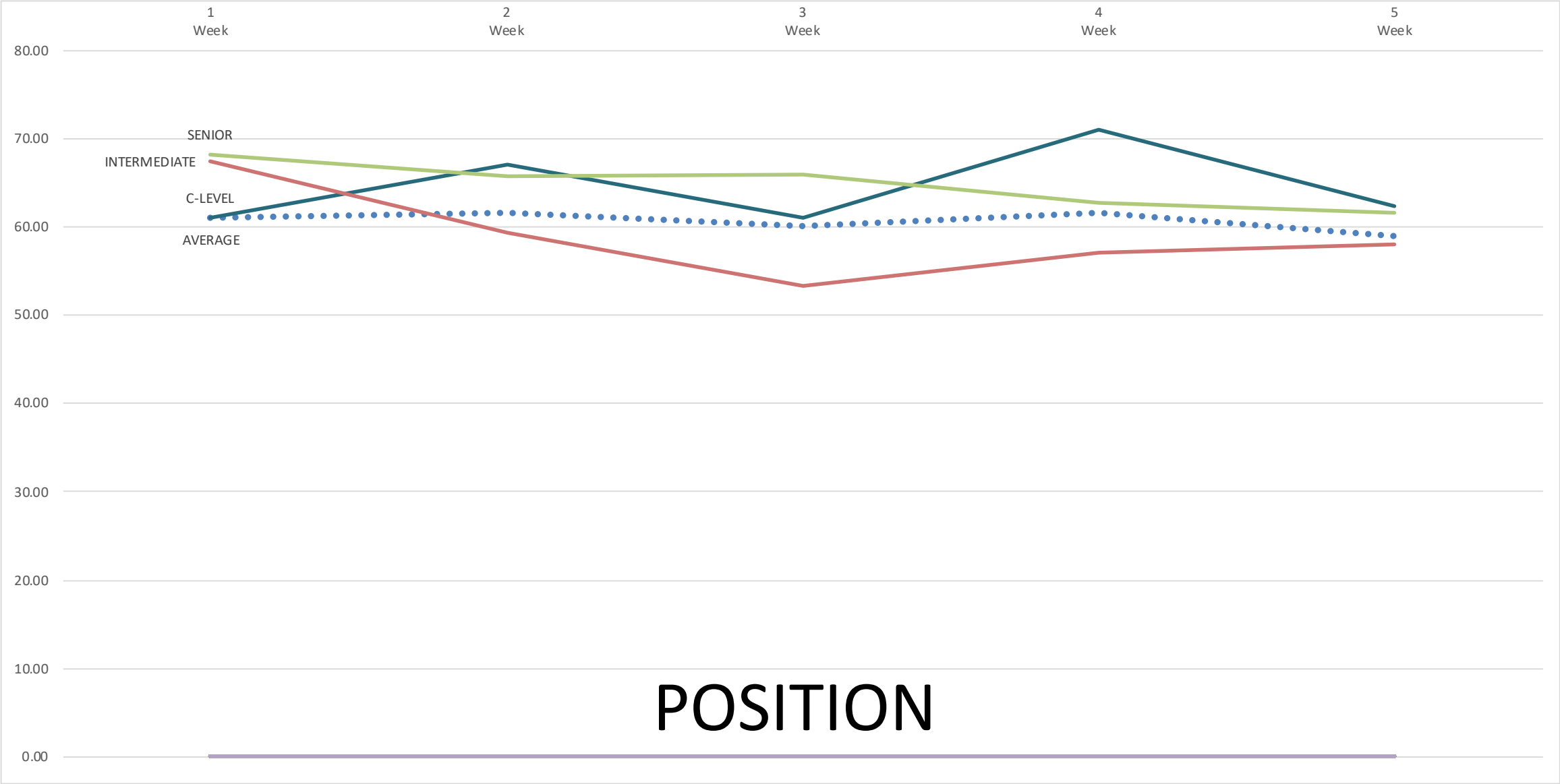
Weeks 1-5 Average vs Baseline



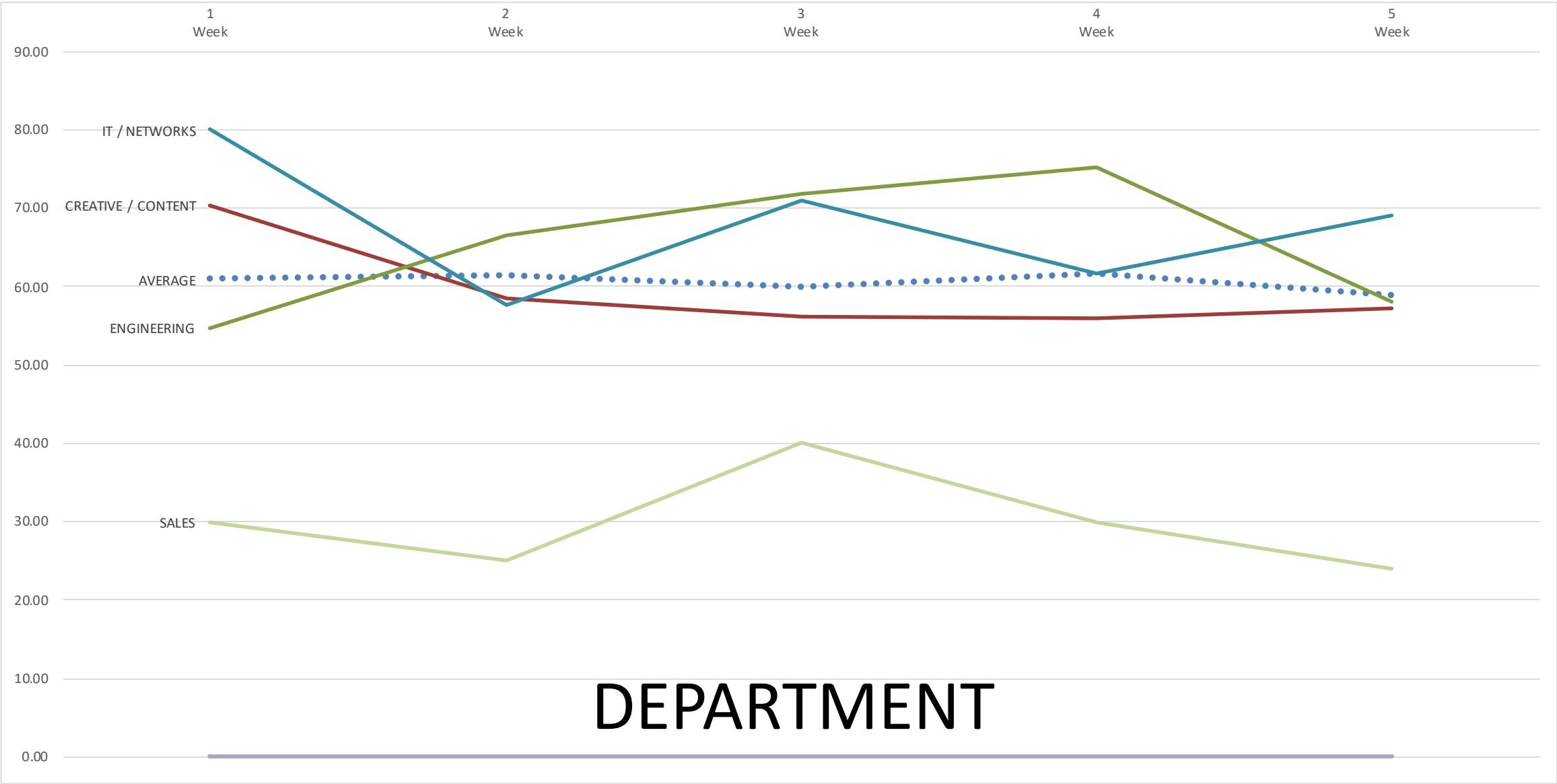
HOW ARE YOU FEELING ABOUT WORK?



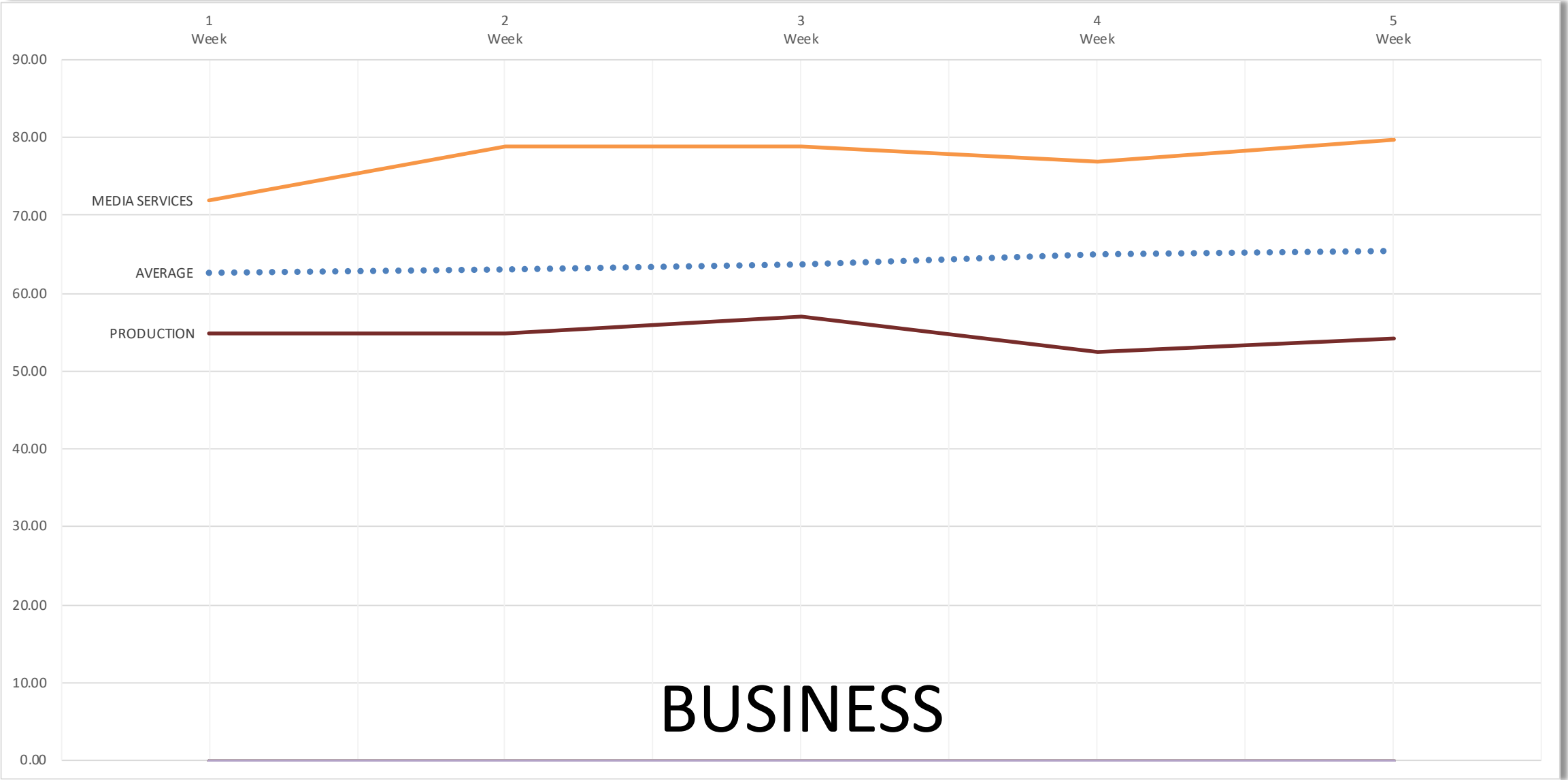
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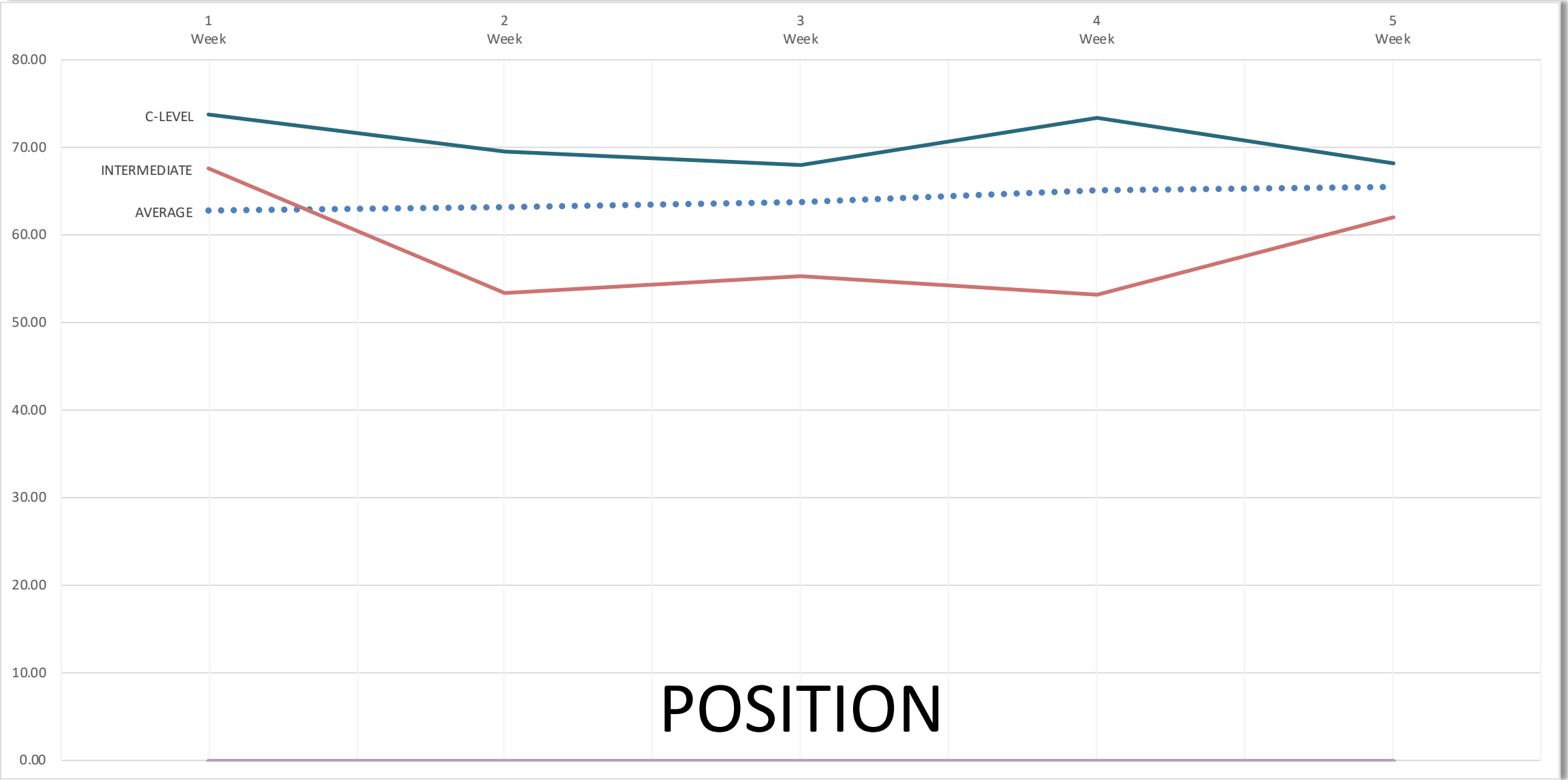
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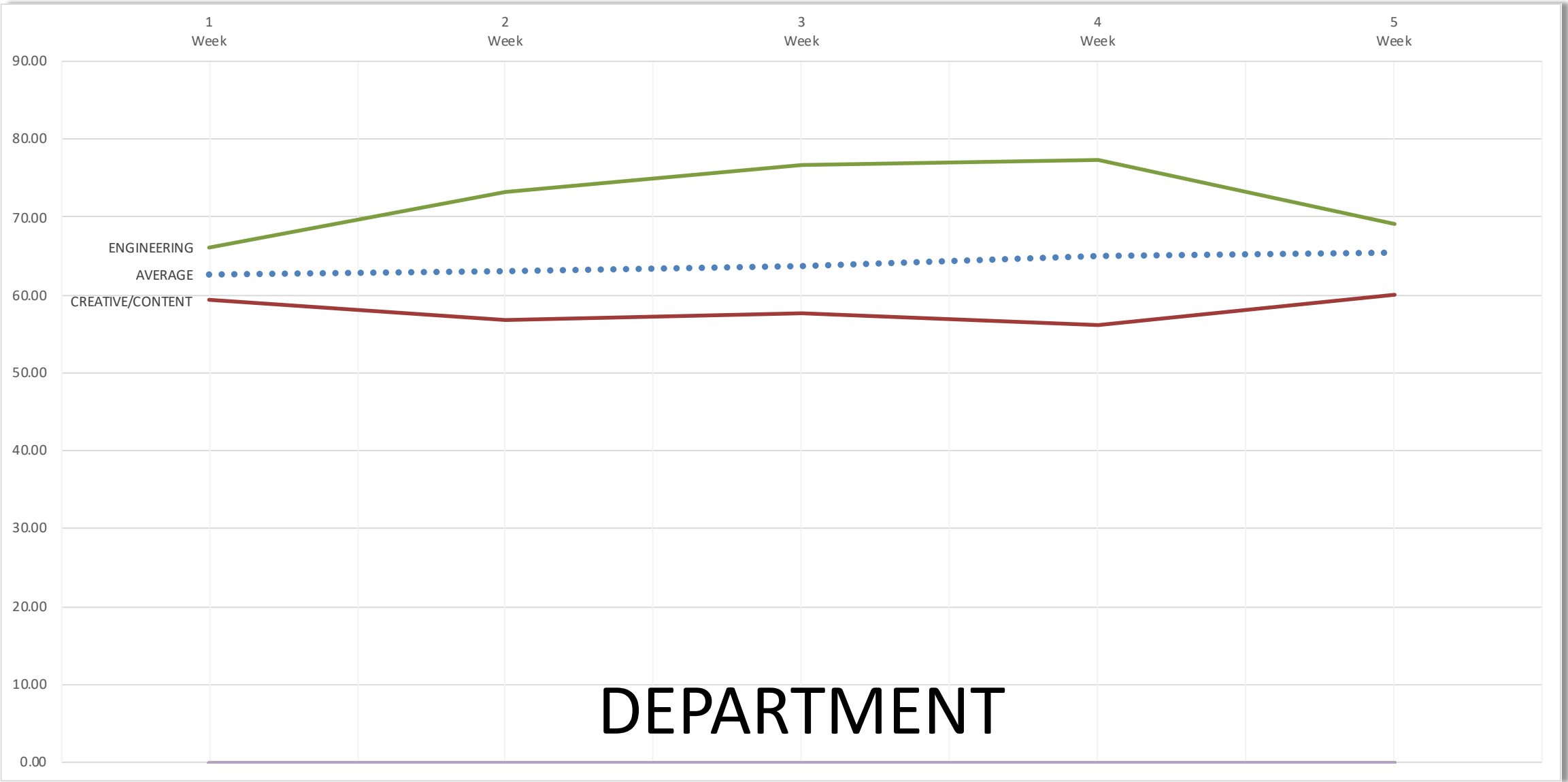
HOW ARE YOU FEELING PERSONALLY?



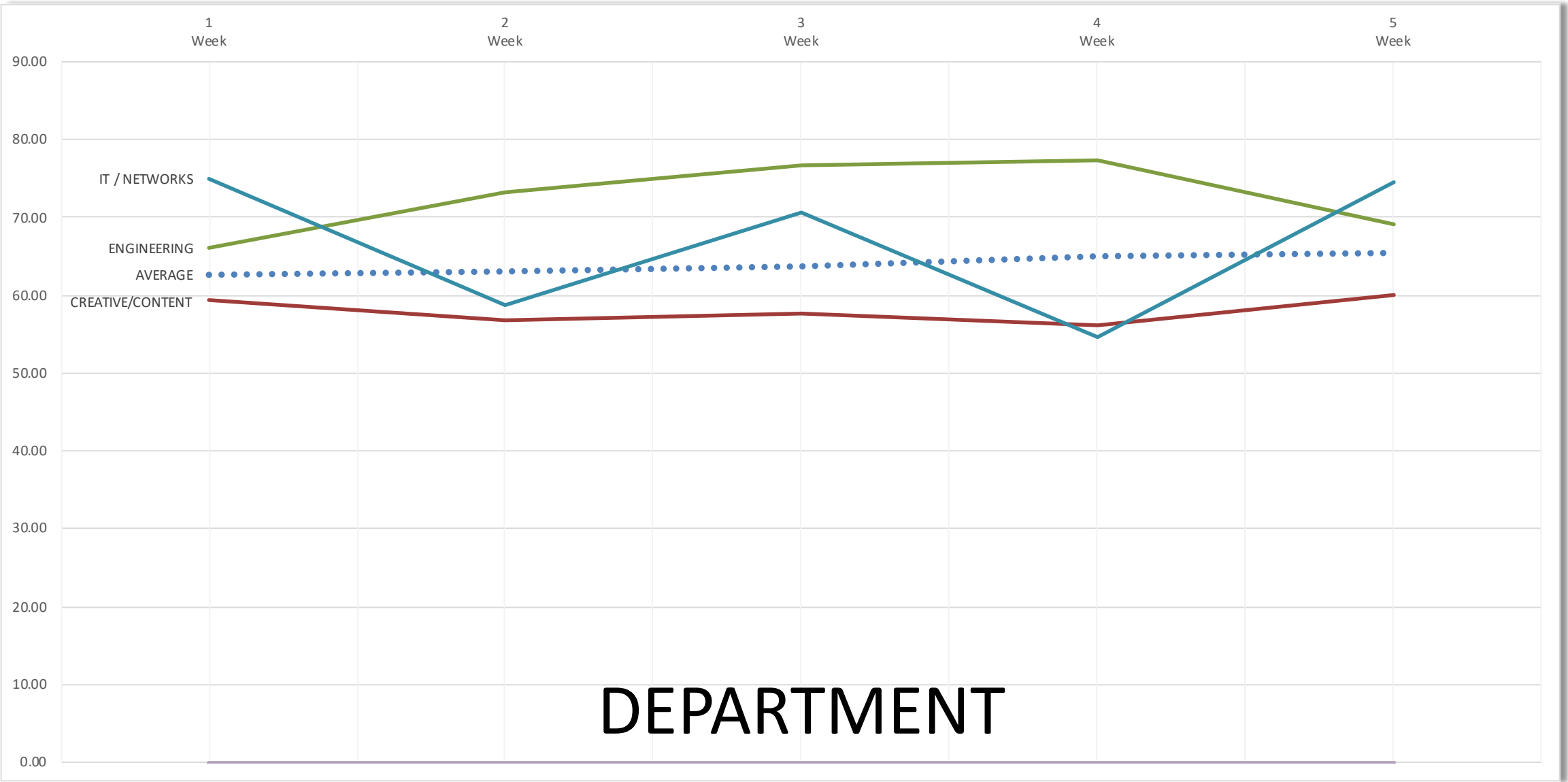
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Q6: HOW ARE YOU FEELING PERSONALLY?



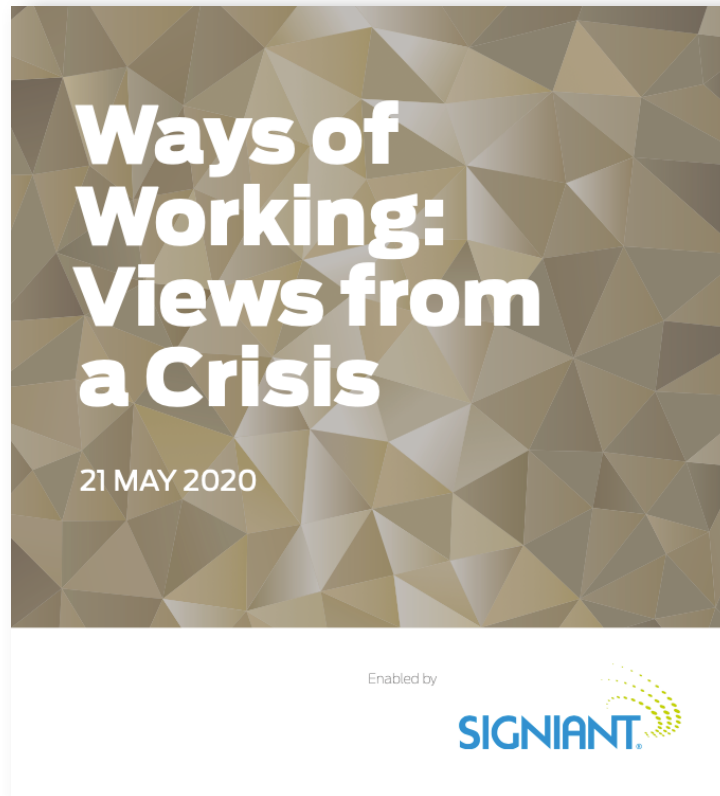
- ACCELERATED NOT CHANGED
- WISH THEY WOULD HAVE KNOWN
 - Started sooner
 - Taken it more seriously
- ADVICE TO PEERS
 - Communication
 - Empathy
 - Family
- FORECAST
 - Some form of remote work here to stay
 - Expect to return to some form of past workflows

“We were fully capable of being out of the office.
We just chose to be together because that was a cultural positive.”

- RETURN TO WORK
 - SAFETY
 - UNEMPLOYMENT
 - WORKFLOWS
 - CREATIVE OPPORTUNITIES
 - BUSINESS OPPORTUNITIES
 - TECHNOLOGY OPPORTUNITIES



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Research Report: Way of Working: Views from a Crisis

<https://www.thedpp.com/news/dpp-signiant-research-into-remote-working-during-pandemic-reveals-an-industry-in-confusion>

Lockdown: It's Emotional

<https://www.thedpp.com/news/lockdown-its-emotional>

Just Below the Surface:

<https://www.signiant.com/blog/just-below-the-surface/>



<https://www.signiant.com/tag/pandemic-series/?cc=homepage>



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