Managing Your Remote Workforce

Elaine Baker, Senior Vice President, Sales & Account Management
Global Support

Developing a Successful Remote Workforce Structure

The conversation about remote work, and the future of the workforce overall, will continue to evolve as most areas of business have over the past 18 months or so. Clearly identifying your business goals and needs, and then tailoring your remote workforce policy, is the best way to ensure that post-pandemic plans will satisfy your objectives and needs. SIRVA's white paper, *Managing Your Remote Workforce*, discussed the benefits of adopting a remote workforce, the potential challenges, and considerations for establishing and managing a successful remote work programme.

Let's take a quick look at the benefits of remote work for your employees and organisation, as well as the potential pitfalls.

Benefits of a Remote Workforce

The COVID-19 pandemic forced organisations to pivot quickly to remote or hybrid workforce models. In most cases, the fear of losses in productivity were lessened as a variety of benefits emerged for companies and employees.

Benefits for Your Employees

- **Increased Productivity**
  Most employees indicated that they were more productive in a remote work environment.

- **Work/Life Balance and Flexibility**

  The flexibility that came with remote work led to happier, more productive employees.

- **Cost Savings**

Employees enjoyed reduced commuting, clothing, food, vehicle maintenance costs, etc.

Benefits for Your Business

- **Expansion of Talent Pool**

  Remote work offers a competitive advantage and promotes a wider and more diverse global talent pool of employees.

- **Employee Retention Rates, Loyalty and Productivity**

  Happier, engaged and more productive employees are more likely to be loyal to your company.

- **Reduction of Overhead Costs**

  You may be able to reduce office space, equipment and amenity costs.

- **Realisation of Efficiencies**

  Virtual meetings and presentations can be a tool to effectively streamline and increase the quality of communications both internally and externally.

Other Benefits

- **Diversity and Inclusion Initiatives**

  An expanded talent pool emerges when employees from a wider range of demographic groups are considered when eligibility is not limited to proximity to a physical office location.

- **Environmental and Sustainability**

Click to view our remote work infographic

Working remotely has the added positive impact on the environment, with a reduction in your organisation's carbon footprint both locally and globally.

Challenges of a Remote Workforce

Though a remote workforce can offer a wealth of benefits, there are also potential challenges that you need to be aware of that increase as the scope of remote working expands.

- **Job Function**
  Assessing the suitability of the job role and employee to perform the role remotely, equitability in remote work approval, and time zone differences.

- **Technology and Data Security**
  Ensuring equipment supplies, software and support, network access and reliability, and data security/protection.

- **Tax and Immigration Compliance**
  Tracking employees effectively to address tax liabilities, immigration compliance and employment laws

- **Internal Structure and Management**
  Having the correct reporting lines, support functions, and cost responsibilities in place, as well as the skills of leaders to efficiently manage their teams.
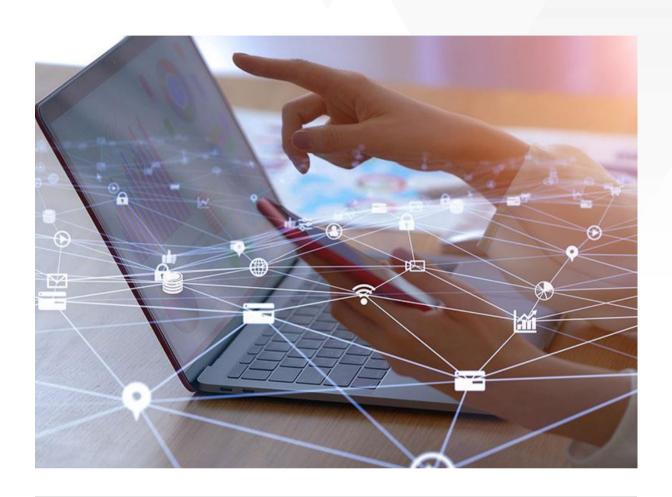
- **Cultural Impact and Employee Engagement**
  Encouraging employee engagement and maintaining a strong corporate culture in a remote environment.

- **Expanded Duty of Care**
  Supporting increased duty of care of employees in a remote work environment (e.g. safety and security, immigration and tax compliance, housing, healthcare).

In the final analysis, there's no one-size-fits-all approach. The elements that support a successful remote workforce will vary depending on your business type, number of employees or business units, size and footprint of your organisation, company culture and your organisation's risk tolerance, amongst other things.

Read our white paper for more information on:

- Establishing an effective remote workforce plan

- Expanding your organisation's talent pool and supporting DE&I initiatives

- Determining who should qualify for remote work status

- Understanding the importance of employee tracking and compliance considerations (immigration, tax and data security)

GET THE WHITE PAPER

For more information on how SIRVA can help support your remote workforce management needs please contact us at concierge@sirva.com.

Recommended reading:

- SIRVA White Paper: Managing Your Remote Workforce

- Infographic: Managing Your Remote Workforce

- Pulse Survey: Spotlight on Duty of Care

- SIRVA COVID-19 Matrix: Impacts on Relocation & Moving

For more information please see SIRVA's Blog Disclaimer.