Working from home - what does it look like?

159%
Remote working **has grown 159%** globally since 2005
- Merchant Savvy

74%
Between 2008 and 2018, the number of UK based **remote workers increased by 74%**
- ONS

61%
61% of global companies currently have some form of **remote working policy**
- Merchant Savvy

2/3
2/3 of US based knowledge workers think the office **will be obsolete** by 2030
- Zapier

98%
98% of respondents that currently remote work, want to continue doing so **for the rest of their careers**
- Buffer

97%
97% of remote **workers would recommend** it as a practice to others
- Buffer

But... how do we ensure it's remote working, not working alone?

20%
20% of remote workers struggle to sustain **collaboration and communication**
- Buffer

74%
74% of workers admit **they would quit their job** for another that offered **remote working**
- Merchant Savvy

Employers may struggle to adapt to this **growing expectation**

Implement game design thinking – activity loops with a call to action followed by feedback. For example; a verbal reminder of a task, followed by team recognition once the action is complete.

Establish best practices with your communication tools of choice. Where should employees share a funny anecdote? Where should they have high-level discussions?

Use the RAMP (Relatedness, Autonomy, Mastery, Purpose) model of Self Determination Theory to help successfully manage your remote workforce.

Relatedness
Don't micromanage. Find ways to stay connected by leveraging tools to encourage conversation and collaboration

Autonomy
Understand that your employees will have more freedom. Focus on Job done vs Time done, allow your employees to take accountability and trust them!

Mastery
Give frequent feedback so employees can continue to work towards their goals

Purpose
Remind employees why their work is important. Help others and encourage them to do the same – remember the human aspect of work.

motivait
INSPIRING ENGAGEMENT