



A COVID-19 Virtual Ideation Experience

Distributed Work

Team Number: 8

Introduction

Our analysis looks at expected changes through the framework of the three W's: Workforce, Workplace & Workflow.

PHASE 1

Short-to-Medium Term

WORKFORCE

- Employee wellbeing and mental health
- Team Cohesion and sense of belonging

WORKPLACE

- Limit traditional workplace occupancy
- Develop or rework and existing remote work policy
- Define and communicate changes to sick leave policy, commuter benefits and others

WORKFLOW

- Setting up a productive home office
- Managing a remote workforce
- Tools & technology
- Remote learning ad development



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PHASE 2

Long Term

WORKFORCE

- Talent can be sourced “anywhere”
- Geography less relevant, companies not restricted by location
- Change welcomed by Millennials and Gen Z looking to escape major metros

WORKPLACE

- Enabling employees to work from “anywhere”
- Workplace Strategy Elements
- RE and Portfolio Strategy

WORKFLOW

- Provide support to leverage tools and technology for virtual meetings versus face to face
- Changes to RE Portfolio

Conclusion