



# **COMBATTING DIGITAL PRESENTEEISM**

**Supporting staff working remotely**

**Gemma Dale @HR\_Gem**

***The biggest homeworking experiment ever?***



# Possible wellbeing implications of COVID-19

- Overwhelm
- Anxiety / stress
- Depression
- Burnout
- Poor sleep / fatigue
- Poor diet
- Reduced exercise
- Musculoskeletal
- Substance misuse
- Loss of purpose



# Digital Presenteeism



# Check In





A close-up photograph of a weathered wooden fence made of vertical planks. The wood has a rich, dark brown patina with visible grain and knots. Small green weeds are growing from the gaps between the planks. Above the fence, a dense layer of green foliage is visible. The word "Boundaries" is written in a clean, white, sans-serif font across the middle of the fence.

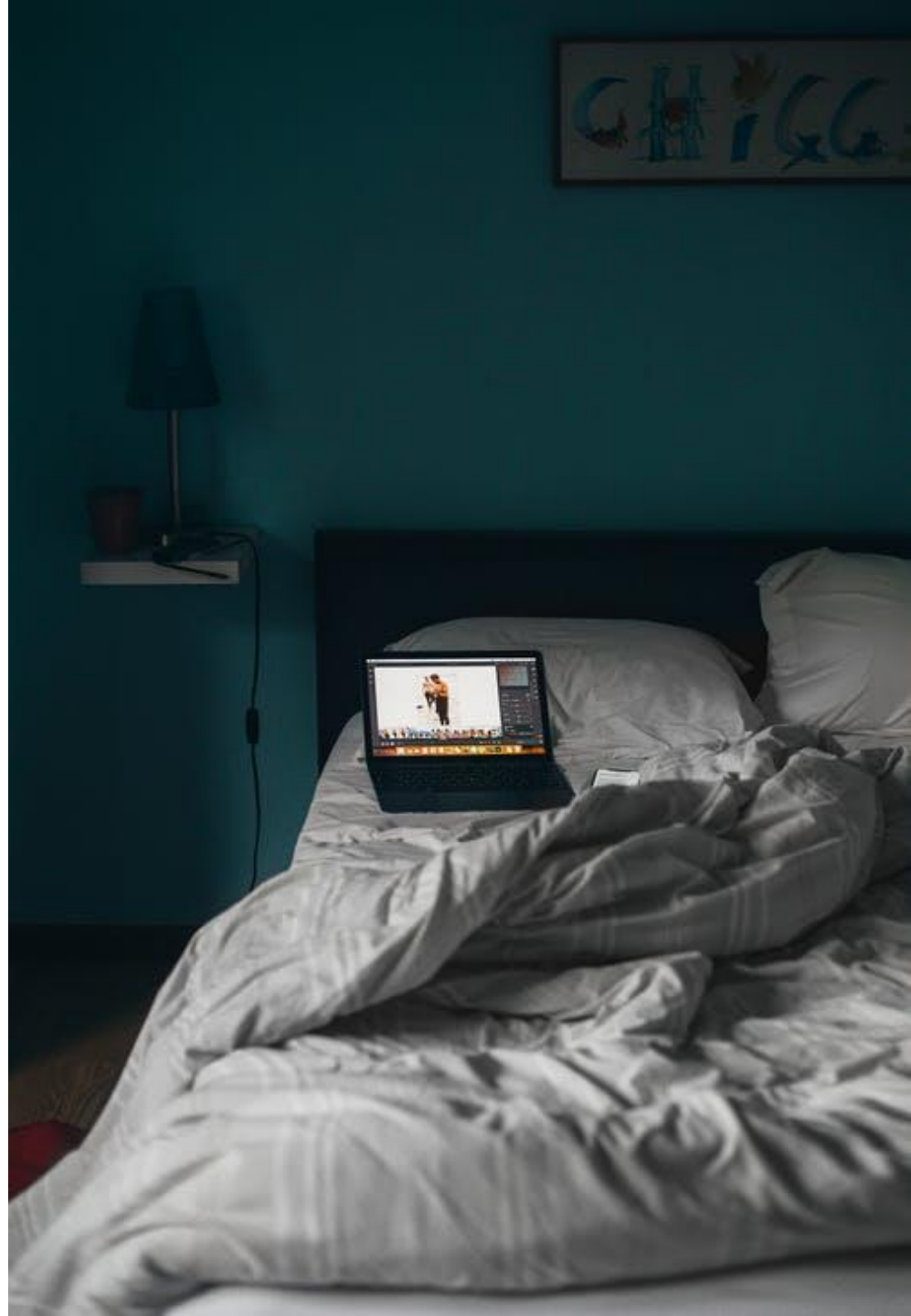
Boundaries

# Encourage tailoring of work





# Ergonomics





appreciate



Keep connections



# Go Asynchronous



LONDON



NEW YORK



TOKYO



MOSCOW



# Focus on wellbeing





# Re-think performance management



# Role Model



# And finally....

Organisations need:

- A plan for supporting remote workers for now during Covid-19
- A plan for the future

Majority of firms considering 'meet-up' spaces rather than full-time offices

Richard Stuart-Turner, SEPTEMBER 15, 2020



More than three in four UK business managers feel that 'collaborative' workspaces will be most suitable for their organisation post-lockdown, according to new research.



**Working from home is here to stay**  
**74% of bosses planning to keep policies after Covid-19 pandemic**

More than more than half of nearly 1,000 company bosses polled also said they intend to reduce their long-term use of office spaces

**Covid-19 has changed working patterns for good, UK survey finds**

**Few staff say they intend to return to their offices five days a week**

**THANK  
YOU**

