



COMBATTING DIGITAL PRESENTEEISM

Supporting staff working remotely

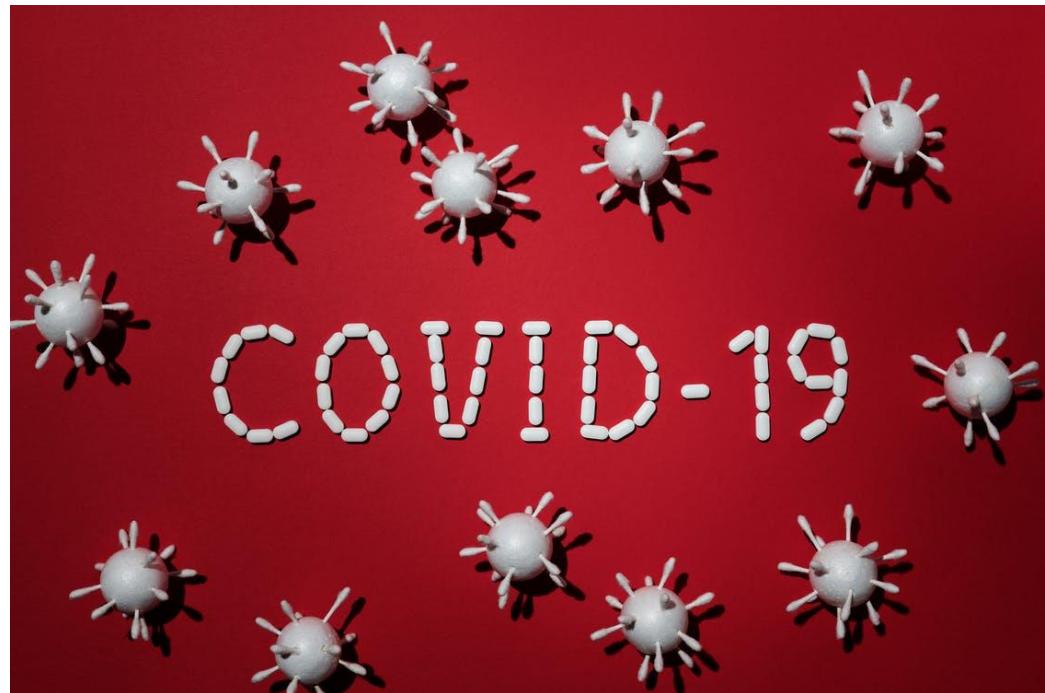
Gemma Dale @HR_Gem

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

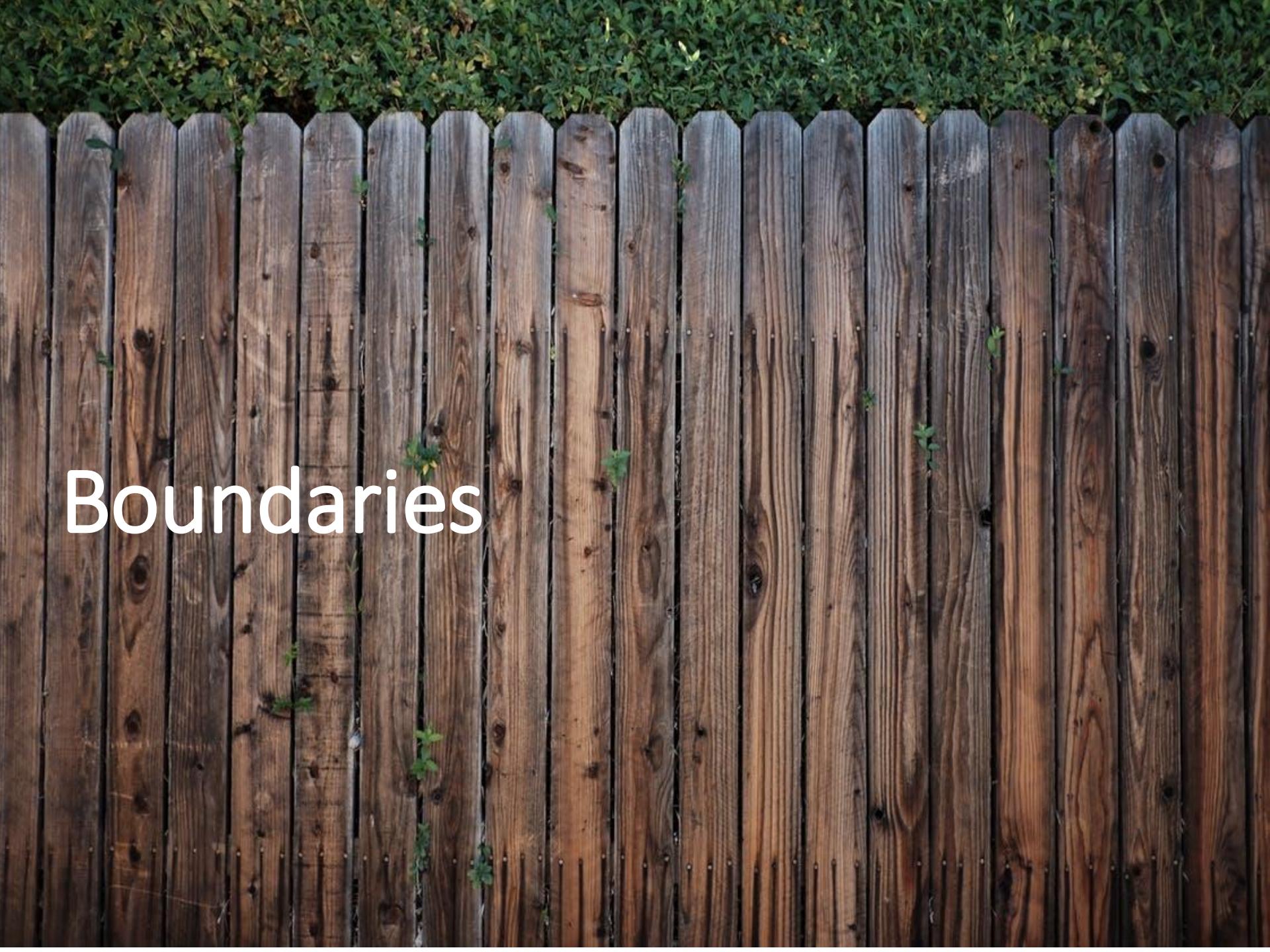


Digital Presenteeism



Check In



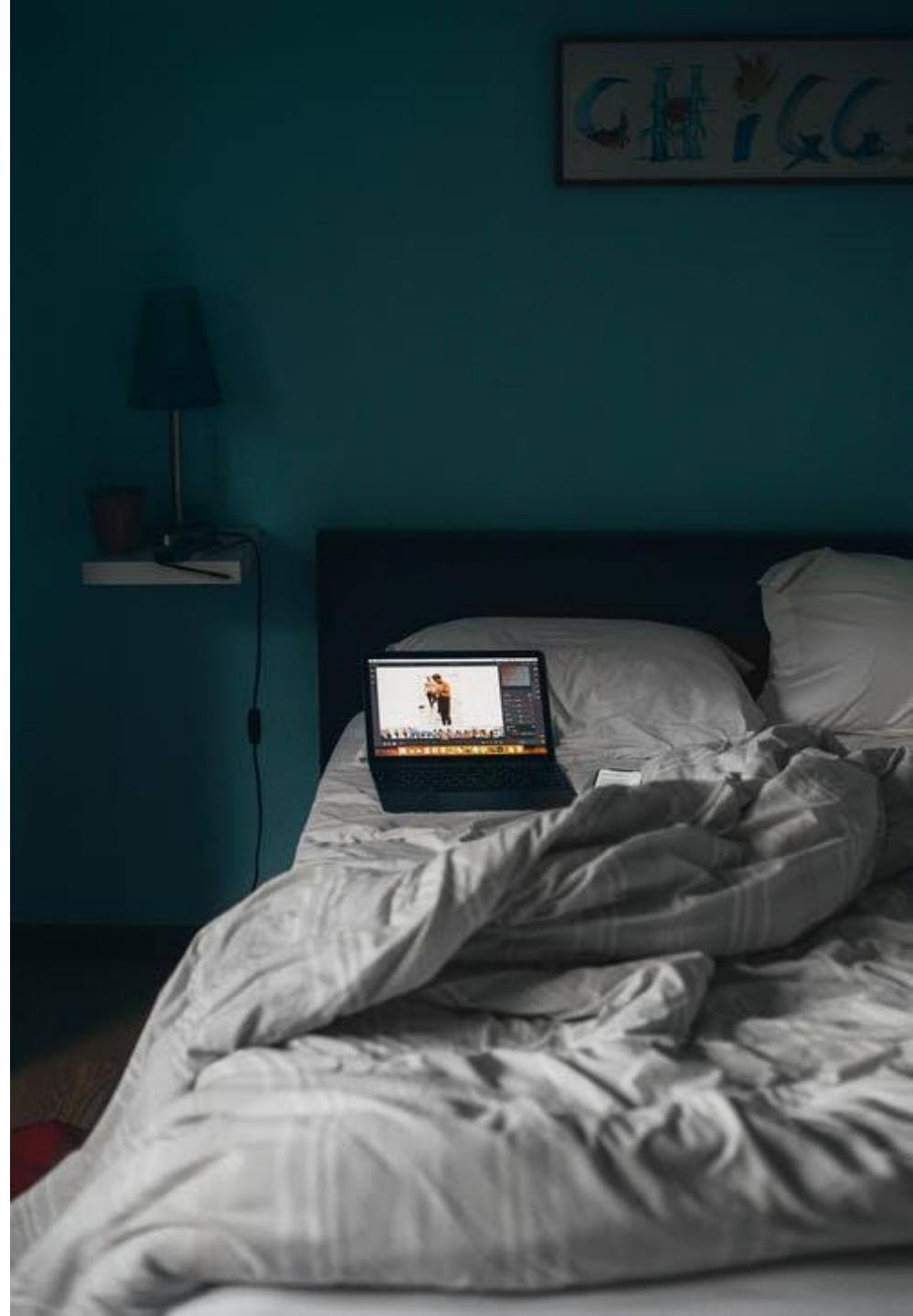
A vertical wooden fence made of dark brown, weathered planks. The fence is topped with a row of green, leafy bushes. The word "Boundaries" is overlaid in the center-left area of the image.

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

