
Welcome!

The webinar will begin shortly...

While you wait, here are some fast facts about HR outsourcing:

3:00

minutes

until the webinar starts

Companies that outsource HR to a professional employer organization (PEO) are **50% less likely** to go out of business.



"Professional Employer Organizations: Keeping Turnover Low & Survival High" McBassi & Company, 2014

The webinar will begin shortly...

2:00

minutes

until the webinar starts

While you wait, here are some fast facts about HR outsourcing:

Companies that use a professional employer organization (PEO) are **28% more satisfied** with their available selection of employee benefits.



"PEOs: Taking Outsourcing a Step Beyond Pays off for Small & Mid-Sized Companies" Aberdeen Group, 2011

The webinar will begin shortly...

While you wait, here are some fast facts about HR outsourcing:

1:00

minute

until the webinar starts

G&A Partners has an average Net Promoter Score (NPS) that is **35x higher** than that of the HR outsourcing industry.



"NPS Benchmarks for B2B" Inavero, 2014



+ 5 Tips for Managing a Successful Remote Workforce

Anu Mannathikuzhiyil, G&A Partners

Before we begin...

- + **We are recording this webinar.** The on-demand recording will be available on our website by the end of the week.
- + This webinar has been pre-certified by the Human Resources Certification Institute (HRCI) for 1 hour of HR general recertification credit.
- + If at any time during the presentation you have a question that you'd like us to answer, send it to us using the "Questions" tab in the GoToWebinar menu bar.

About G&A Partners

G&A Partners delivers **world-class HR solutions** that help build thriving businesses and make a difference in the lives of the clients and employees we serve.

G&A Partners has a local presence in the following markets:



Agenda

- + Recent trends in remote work
- + Benefits and pitfalls of allowing employees to work remotely
- + Regulations from an HR compliance perspective
- + Strategies for effectively managing remote employees



Anu Mannathikuzhiyil
Client Advocate
G&A Partners

Statistics

Pre-COVID-19

- ⊕ 62% of surveyed professionals quit their job in 2017 due to lack of flexibility
- ⊕ 74% of employees said they would leave their current job if a new job allowed them to work remotely full-time

Pre-COVID-19

- + 64% of millennials surveyed listed flexible and remote working options as one of the perks they want most from their employer
- + 33% of Baby Boomers want flexible/remote work options
- + 60% of retirees would be willing to return to work with a flexible schedule

POLL QUESTION

During & Post COVID-19

- ⊕ Employers who offered flex time or remote work options grew from 39% to 57% between March 30 and April 2.
- ⊕ 62% of employees are currently working from home
- ⊕ 3 out of 5 workers would prefer to continue to work once public health restrictions are lifted.

Advantages and Disadvantages of Remote Work

Why Do Employees Want to Work Remotely?

- + Flexibility
- + Healthier options
- + Little to no commute



Benefits

- + Increased productivity
- + Increased efficiency
- + Greater employee engagement
- + Wider talent pool available



Benefits

- + Reduced turnover
- + Decreased company costs
- + Lower levels of stress



Benefits

- + Recruitment tool for younger workers
- + You will be keeping up with future trends
- + You will be keeping up with the global market

Why Are Employers More Receptive to Remote Work Now?

- + More employees are asking for this
- + Managers and executives do not fear work-from-home as much anymore
- + Disaster preparedness
- + Cost-savings
 - + Less business travel
- + Sustainability

Disadvantages

- + Security concerns
- + Scheduling around different time zones
- + More accountability for the manager



Disadvantages

- ⊕ Lack of reliability and productivity
- ⊕ Communication difficulties
- ⊕ Technology breakdowns that cause delays
- ⊕ Difficulty in developing a cohesive work culture

Employee Struggles

- + Being able to unplug
- + Feelings of isolation
- + Difficulty collaborating or communicating
- + Distractions



Implementing Remote Work

Implementing Remote Work

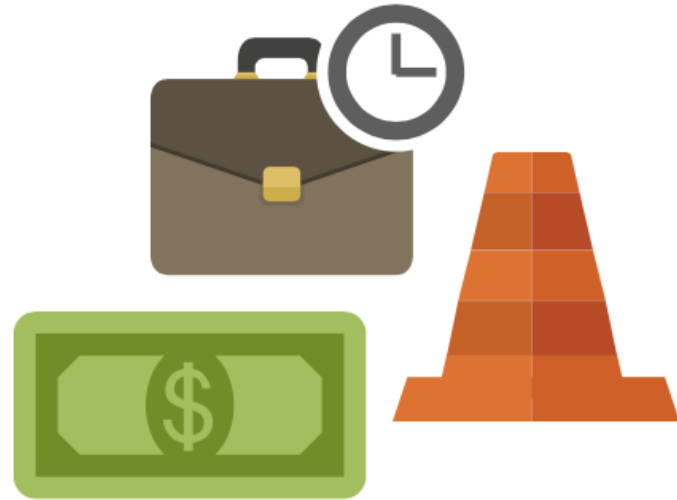
- ⊕ Conduct an analysis to see if this is a viable option for your company
- ⊕ Get executive approval
- ⊕ Evaluate and finalize options
- ⊕ Roll it out in phases

Implementing Remote Work

- ⊕ Appoint someone to be in charge
- ⊕ Establish new productivity measurements
- ⊕ Use what technology you have
- ⊕ Ensure security best practices are met
- ⊕ Make sure you are fair and consistent

Regulations to Keep in Mind

- + Wage and hour
- + Posters
- + Safety/workers' compensation
- + Payroll taxes



5 Tips

Tip #1

Tip #1: Virtual Onboarding

- + Ensure that you have a solid virtual onboarding process



Tip #2

Tip #2: Provide Tools

+ Provide employees with the tools they need to be successful



Tip #3

Tip 3: Focus on Productivity

- + Trust your employees
- + Set SMART goals
- + Give your employees a chance to prove themselves



Tip #4

Tip 4: Be an Accountable Manager

- + Be proactive
- + Stay organized
- + Communicate often
- + Have structured and consistent meetings



Tip #5

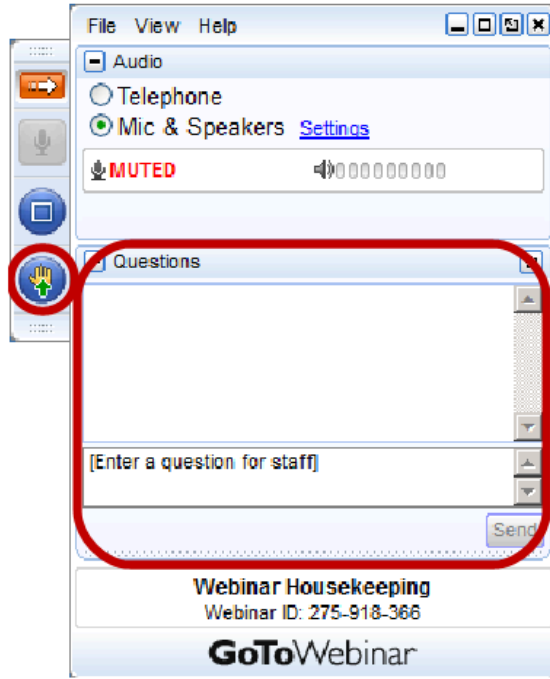
Tip #5: Build a Good Team

- + Build a good team
 - + Foster team spirit
 - + Balance schedules



In Conclusion

Questions



You can type questions for our presenter in the chat pane of your Go-to-Webinar menu bar.

If we don't get to your questions during the Q&A session of this presentation, you can email them to info@gnapartners.com.

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Resources

For additional resources, including
our on-demand webinars, visit:
gnapartners.com/resources