



Roundtable: Evolution of WFH - Post COVID Implications

April 20th 2021 Poll results

Company Type

Distributor



Manufacturer



Service Provider



IMR



What is your number one concern with WFH?



What are key success factors in successfully implementing a work from home model?

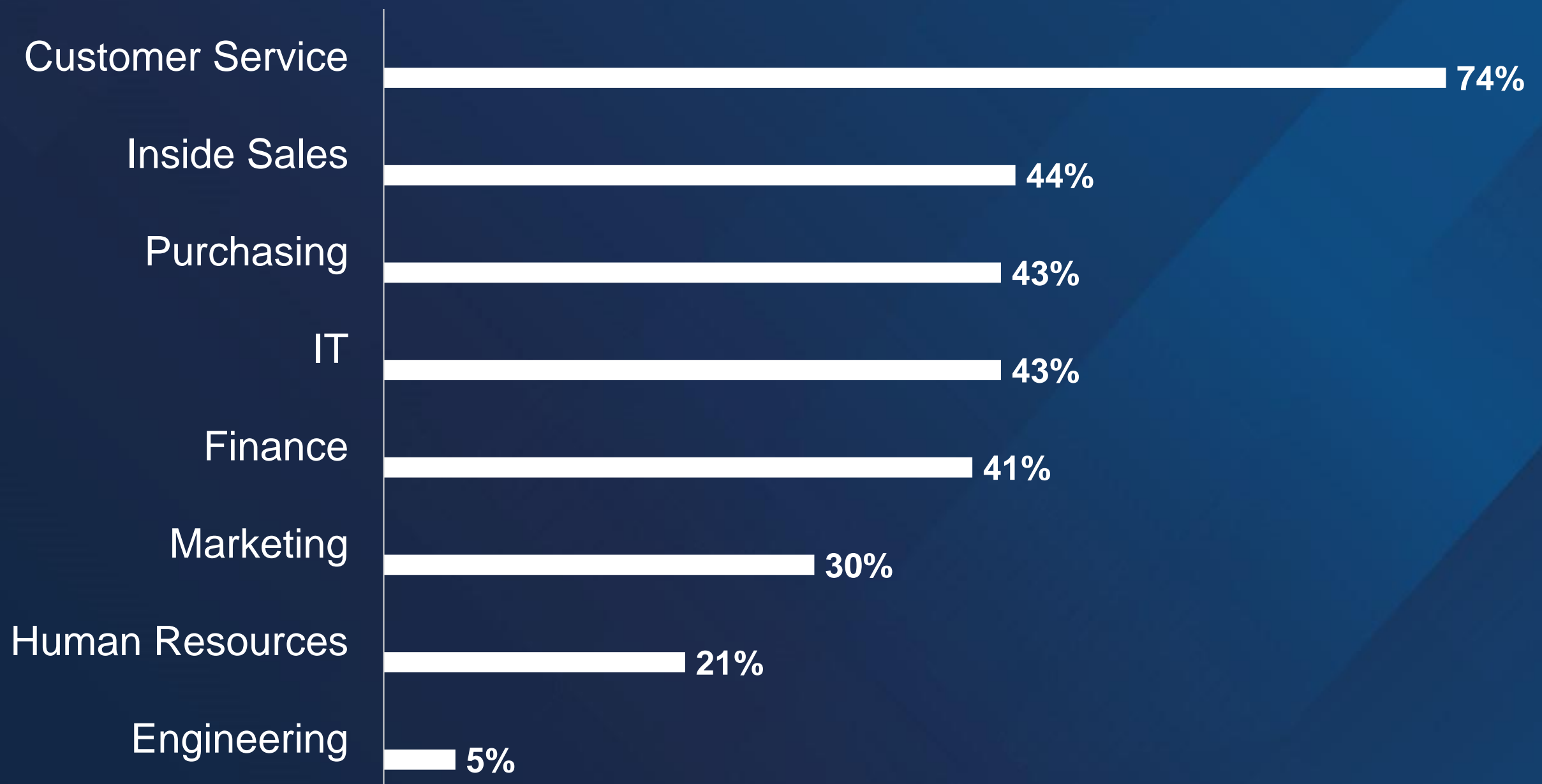
- Company support
- Maintaining productivity, team work and human connection
- Flexibility - making the arrangements and the work environment
- Make sure all equipment works, computers, phones, wifi, etc.
- Strict guidelines, goals and report outs on completed work with continuous feedback
- Open Communication and understanding everyone's situation is different (patience)
- Trust between employer and employee
- Accountability
- Clarity on expectations for availability and creating ways to communicate and network
- Need clear boundaries to prevent employee burnout.
- Employee engagement - some sort of culture score/index Company KPIs are achieved
- Effective Training; Recognition; More defined Job roles
- Employee feedback, transparency, policy, and equity.

What work from home related expenses will you consider reimbursing?

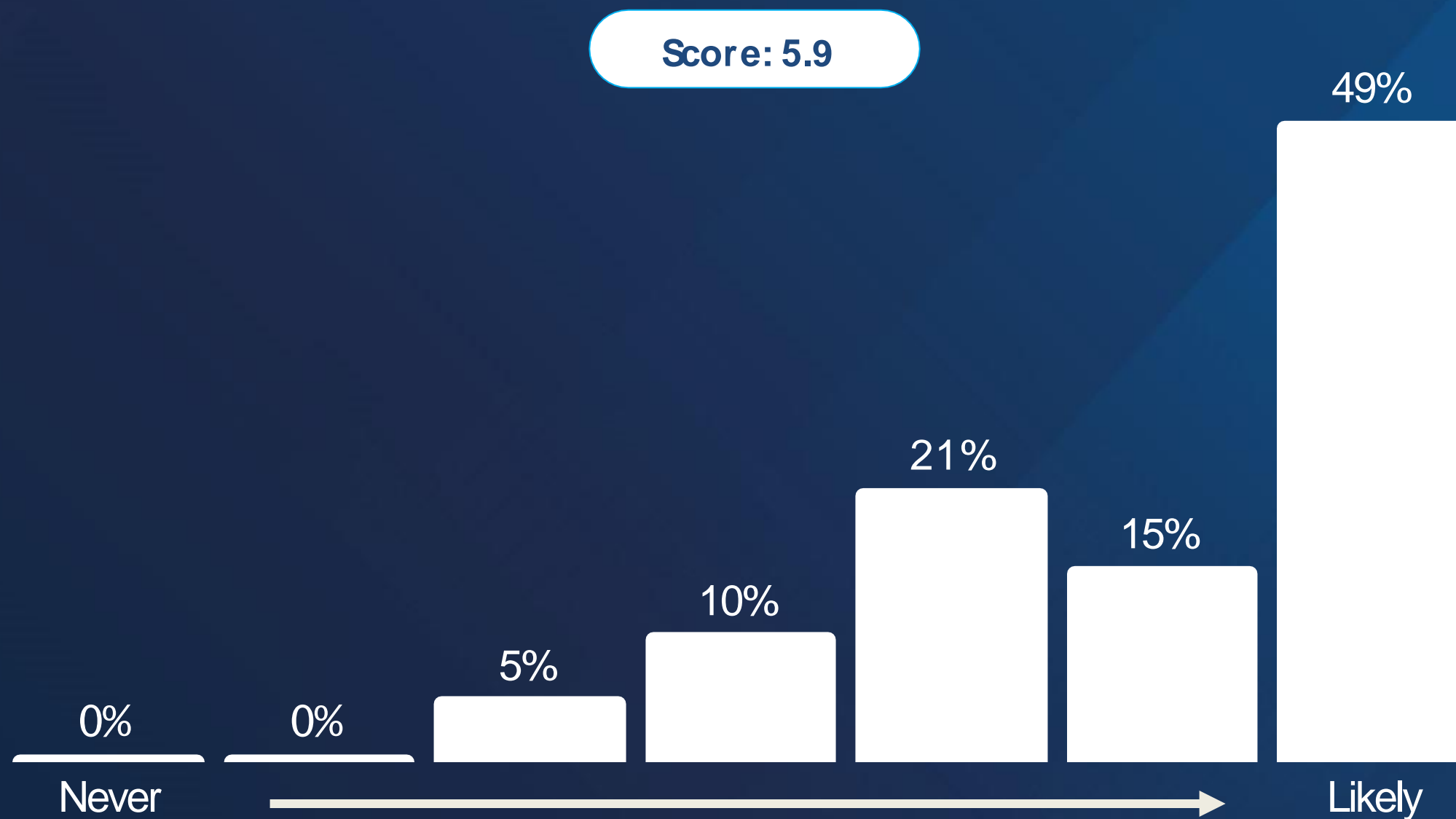
Top Responses

1. Internet Connection
2. Office Supplies
3. Computer/Equipment
4. Phone
5. Nothing Reimbursed
6. Office Furniture
7. Webcam/Lighting
8. Electricity (portion)
9. Coffee

What are the top 3 roles that have the highest potential to stay work from home? (choose up to 3)



How likely are you to implement some level of WFH model after the pandemic?



What are good resources for WFH guidance?

- SHRM, other colleagues and conferences such as this
- Maybe there is a Reddit board for WFH?
- Google. Other companies to benchmark
- Google, YouTube, LinkedIn
- Internet, Chamber, Networking with fellow distributors
- Peer groups, channel partners, associations
- Webinars, YouTube, TED Talks
- HRMorning.com and HRDive.com
- Trial and error
- Colleagues in your identical industry, Zoom webinars on maximizing the use
- Gartner
- McKinsey