



# ADVANTAGES AND DISADVANTAGES OF AGILE WORKING

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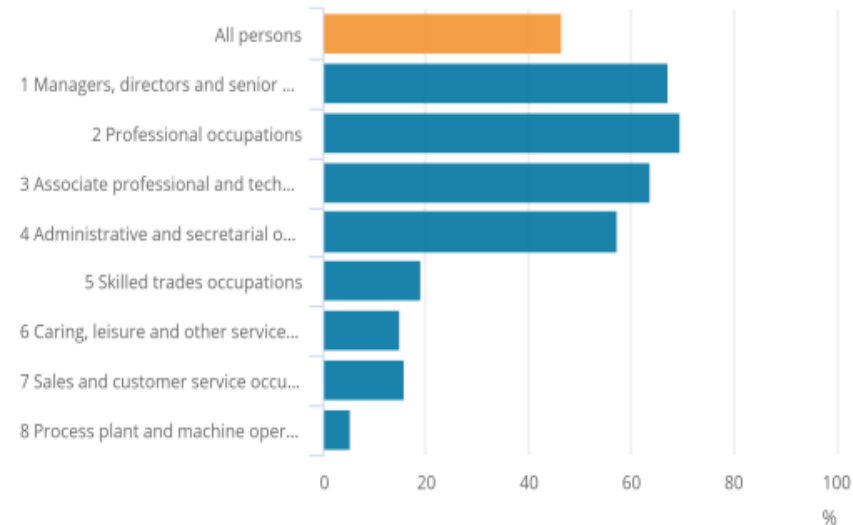
# INTRODUCTION

- Why is working from home important?
- What are the advantages?
- What are the disadvantages?
- What are the leadership challenges?
- How can it impact on Organisational and Personal Resilience?
- What does the future hold?
- Discussion - How can we improve the situation



# WHY IS WORKING FROM HOME IMPORTANT?

- Provides a level of continuity during the Covid pandemic
- 46.6% of people in employment did some work from home (Apr 2020)
- 86% of those working home was a result of Covid
- 34.4% worked less hours than when in the office, while 30.3% worked more hours
- Short term financial benefit of maintaining business services
- Long term benefits of reduced office space, reduction in travel



## ONS Report on Flexible Working

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/coronavirusandhomeworkingintheuk/april2020>

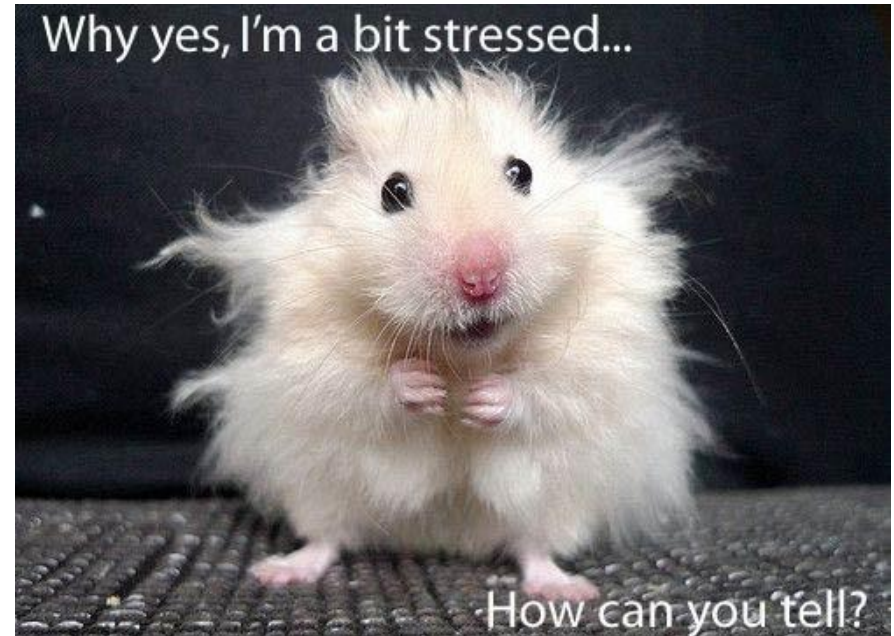
# ADVANTAGES WORKING FROM HOME

- Ability to create a better Work / Life balance
- Less commuting costs and stress
- Location independence and flexibility
- Improved inclusivity
- Positive environmental impact
- Ability to create your own office space
- Flexible approach to work tasks
- Better chance to maintain jobs due to reduced organisation costs.



# DISADVANTAGES WORKING FROM HOME

- Increase in costs for initial set up (laptop, internet, wifi)
- More distractions and pull on individuals during working hours / missing important calls
- Risk of never shutting off work
- Increased working hours but decreased productivity
- Requires willpower to keep motivated
- Power napping to keep going
- IT security risks



# OBSERVATIONS

## TOP STRUGGLES OF REMOTE WORKERS



## US Report on Remote Working

<https://lp.buffer.com/state-of-remote-work-2020>

## UK Research on Home Working pre and post Covid

[https://wiserd.ac.uk/sites/default/files/documents/HomeworkingintheUK\\_Report\\_Final\\_3.pdf](https://wiserd.ac.uk/sites/default/files/documents/HomeworkingintheUK_Report_Final_3.pdf)

## 2019 UK Gov't Report on Flexible Working

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/790354/Flexible-working-qualitative-analysis2.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/790354/Flexible-working-qualitative-analysis2.pdf)

# LEADERSHIP CHALLENGES

- Decrease in staff / team integration
- Difficult to monitor performance
- Delays in working due to waiting time of responses
- Increased IT costs
- IT security / cyber risks and reliance on IT infrastructure
- Employee burnout
- Impact to company culture
- Employee health and well-being



# HOW CAN IT IMPACT ON ORGANISATIONAL AND PERSONAL RESILIENCE?

- Blurring of the lines between work and home life
- Inability to “switch off”
- Burnout due to “zoom fatigue”, poor discipline, unregulated working hours & family pressures
- Increase in stress, loneliness, isolation, family arguments and depression
- Loss of feeling part of the team
- No support
- Increased costs – IT, office supplies, laptop, wifi
- Loss of company culture
- Staff ineffectiveness due to email response delays
- Staff burnout and well-being issues
- Initial IT costs for increased wifi, servers, laptops, etc to enable staff to work from home.
- Reliance on external wifi networks to maintain team cohesion
- Loss of team cohesion, communication and effectiveness
- Presenteeism issues

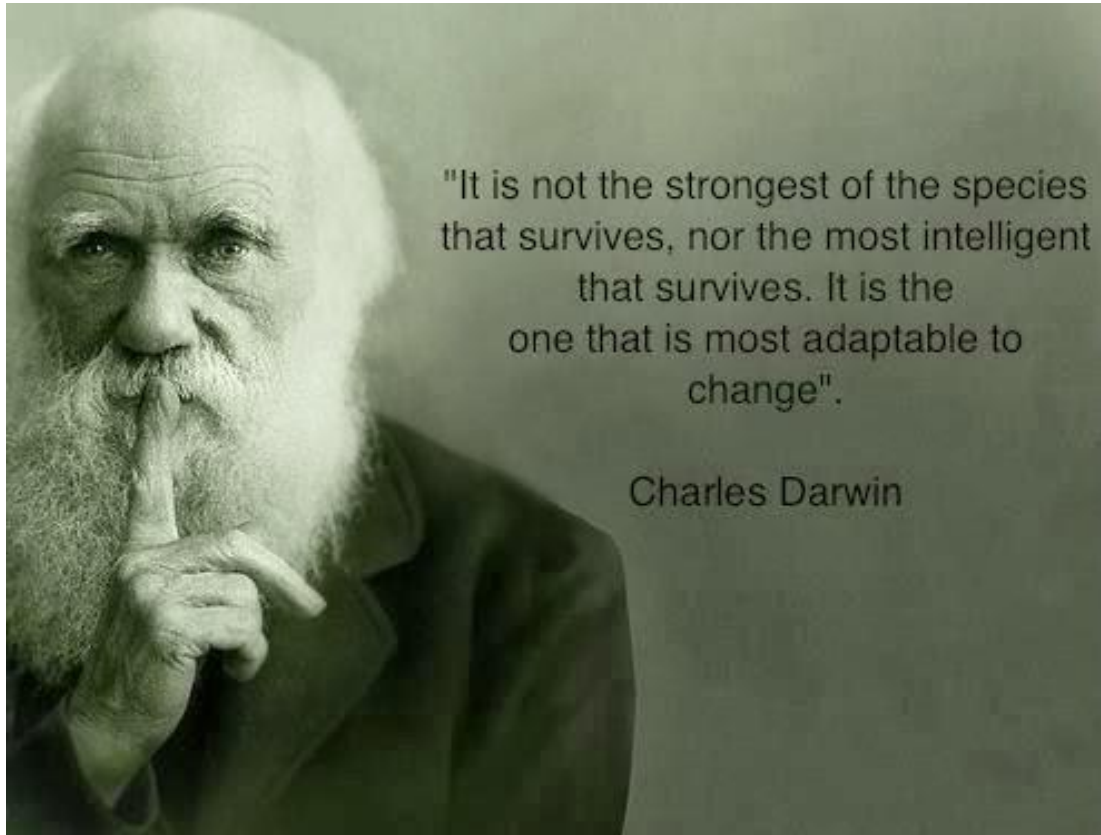


# WHAT DOES THE FUTURE HOLD?

- Increase in working from home culture
- More organisations seeking to save money by reducing centralised office space
- Staggered office working days for the staff
- Increase in ability of staff to work globally
- Wider recruitment pool as employees may not need to be close to the office
- Increased demand on IT, wifi capability
- Increased cyber risk – information becomes power



# DISCUSSION - HOW CAN WE IMPROVE THE SITUATION?





THANK YOU FOR YOUR TIME

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