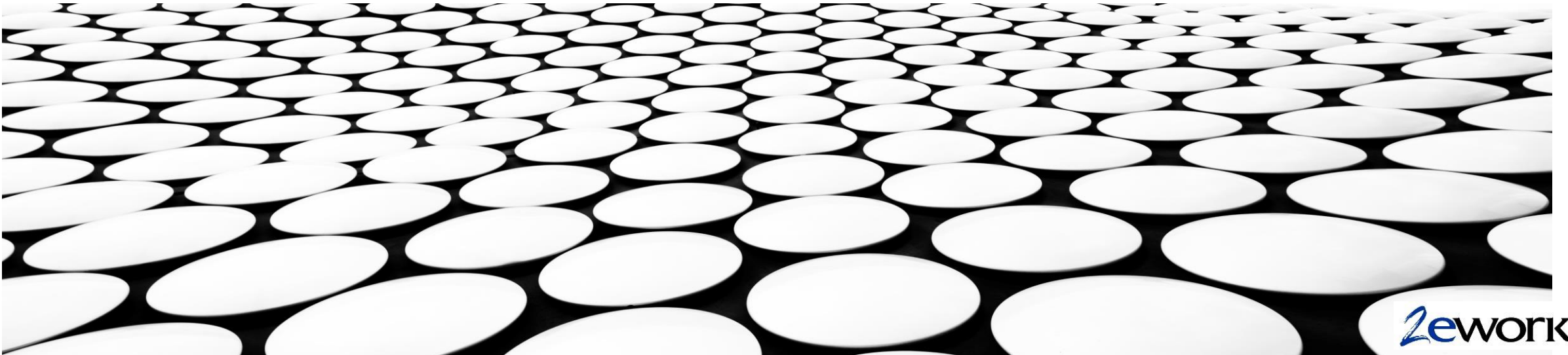




THE FUTURE OF REMOTE WORK AND WHAT IT MEANS FOR STAFFING

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DIGITIZING WORK: THE BIGGEST TECH DEVELOPMENT/DEAL OF PANDEMIC 2020



Salesforce buys Slack in a \$27.7B megadeal

Ron Miller, Alex Wilhelm / 1:07 PM PST • December 1, 2020

Join Extra Crunch

The New York Times

Salesforce to Acquire Slack for \$27.7 Billion

The move caps an acquisitive streak by Salesforce and ends Slack's run as an independent publicly traded company.



By [Erin Griffith](#) and [Lauren Hirsch](#)

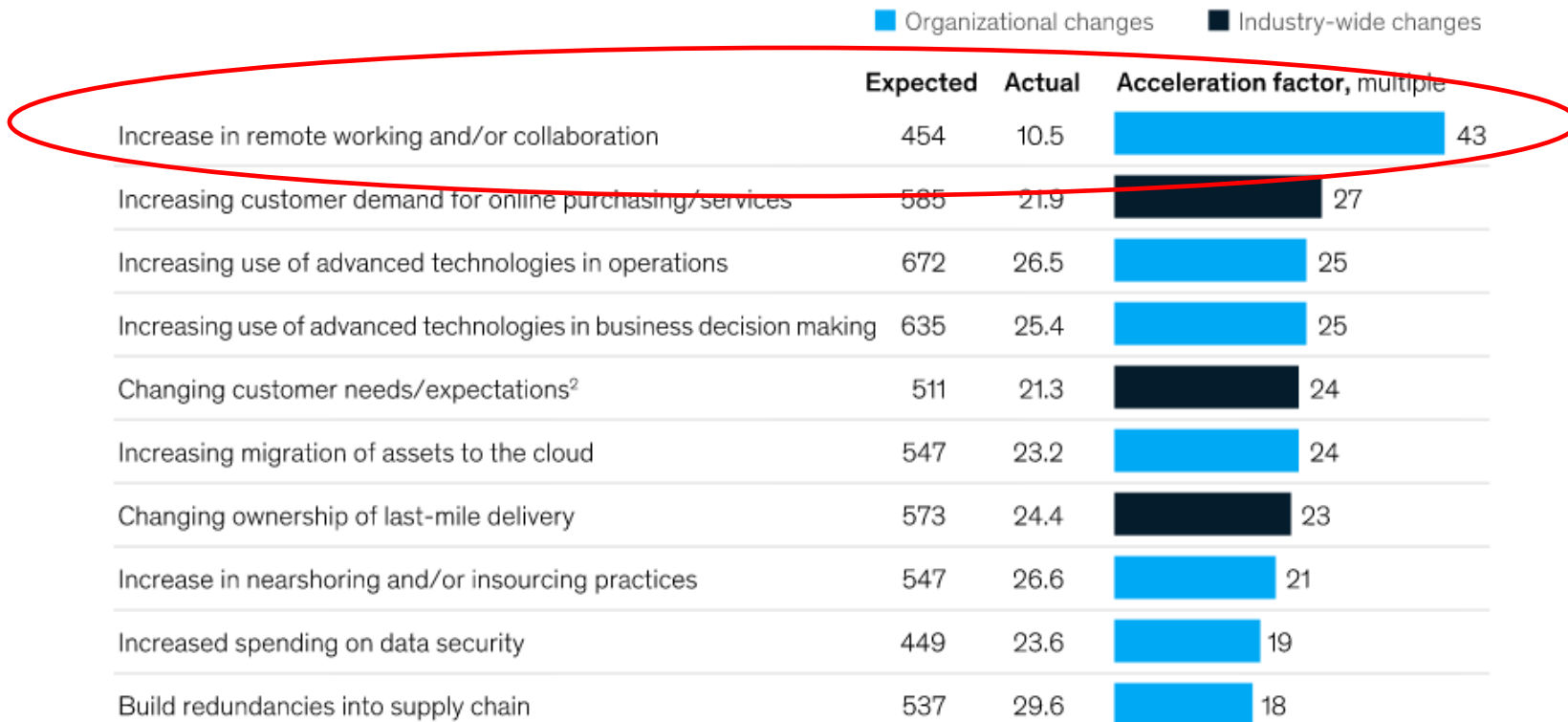
Published Dec. 1, 2020 Updated Jan. 4, 2021

SAN FRANCISCO — Salesforce said on Tuesday that [it would buy the workplace software company Slack](#) for \$27.7 billion in cash and stock, the latest in a wave of deals as the coronavirus pandemic boosts demand for tools that enable people to work remotely.

REMOTE WORKING COLLABORATION: #1 FASTEST COVID-19 DRIVEN CHANGE

Executives say their companies responded to a range of COVID-19-related changes much more quickly than they thought possible before the crisis.

Time required to respond to or implement changes,¹ expected vs actual, number of days



McKinsey & Company

McKinsey Digital and Strategy & Corporate Finance Practices

How COVID-19 has pushed companies over the technology tipping point—and transformed business forever

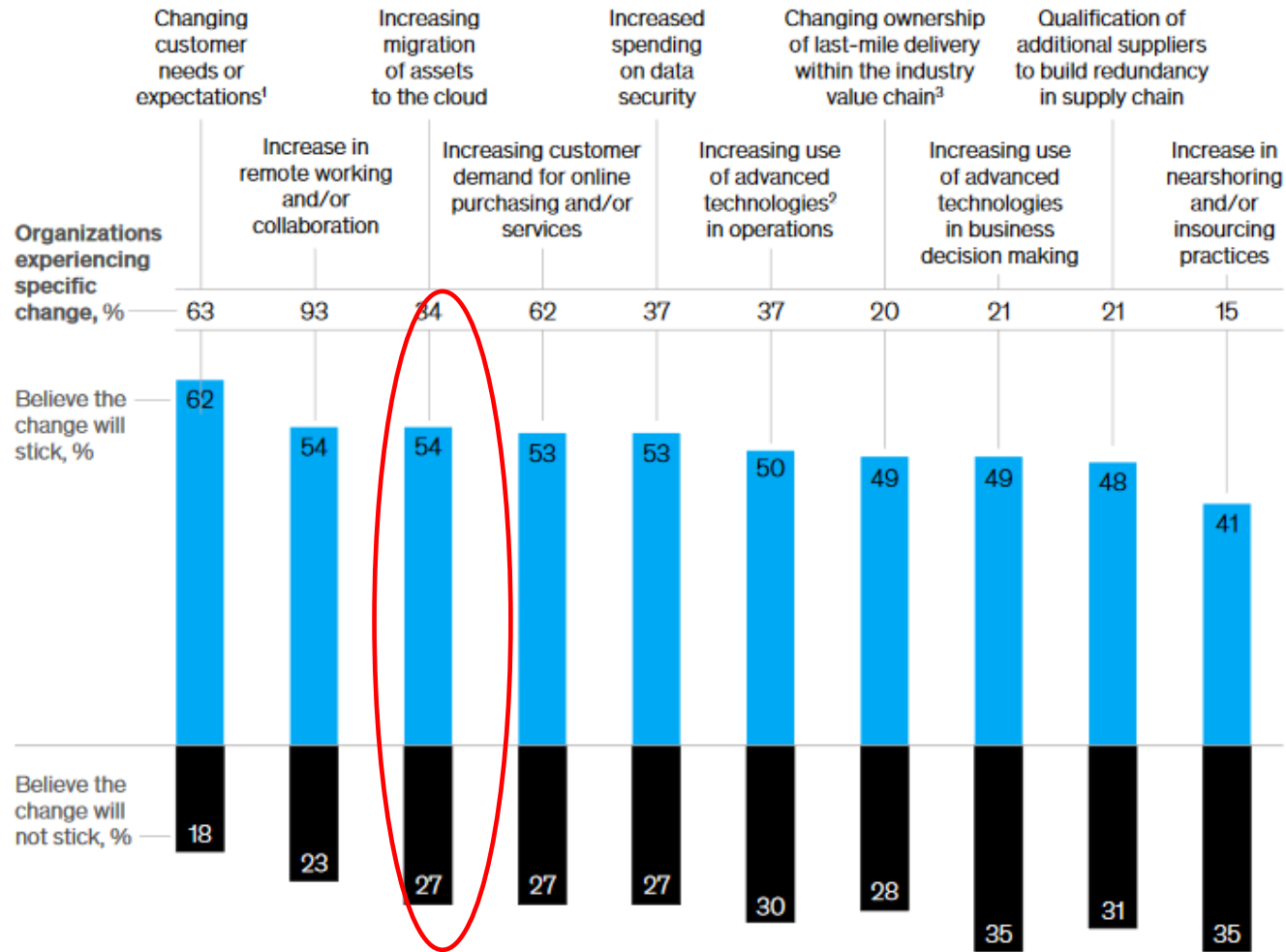
A new survey finds that responses to COVID-19 have speeded the adoption of digital technologies by several years—and that many of these changes could be here for the long haul.

https://www.mckinsey.com/~media/McKinsey/Business_Functions/Strategy_and_Corporate_Finance/Our_Insights/How_COVID_19_has_pushed_companies_over_the_technology_tipping_point_and_transformed_business_forever/How-COVID-19-has-pushed-companies-over-the-technology-tipping-point-vF.pdf

¹Respondents who answered "entry of new competitors in company's market/value chain" or "exit of major competitors from company's market/value chain" are not shown; compared with the other 10 changes, respondents are much more likely to say their companies have not been able to respond.

²For instance, increased focus on health/hygiene.

REMOTE WORK AND ITS DIGITIZATION VERY LIKELY TO ENDURE



In a PwC survey of 669 CEOs, 78% agree that remote collaboration is here to stay for the long-term.

A Gartner survey of company leaders found that 80% plan to allow employees to work remotely at least part of the time after the pandemic, and 47% will allow employees to work from home full-time.

Note: Respondents who answered "don't know," "not applicable," or "some of the change will stick" are not shown.
¹For instance, increased hygiene awareness.
²For instance, automation, artificial intelligence, and advanced analytics.
³e, a different final point of contact with end users.

DEC 15TH 2020: UPWORK'S FUTURE WORKFORCE PULSE REPORT

Despite the success of remote work, hiring managers continue to face resourcing issues:

58% of hiring managers feel stretched to capacity due to limited resources and support

61% of teams either lack people or skills to complete all their work

52% of teams have had to delay or cancel projects due to the lack of available talent

48% of hiring managers are working with independent talent today

73% of managers who see the value in remote work are engaging independent professionals

50% less a position is open for independent professional vs FT employee (7 days vs. 14 days)

10% increase in the share of workers who will fully go remote in the long-run is associated with a

1.6% to 2.7% increase in the likelihood of hiring freelancers

DEMAND FOR WORKERS WILL CONTINUE GROWING AND NOW THEY MUST ALSO BE MORE REMOTE CAPABLE

DEC 15TH 2020: UPWORK'S FUTURE WORKFORCE PULSE REPORT

Nine months into the pandemic, 42% of the American workforce remains fully remote.

The number of **remote workers in the next five years is expected to be nearly double** what it was before COVID-19:

By 2025, 36.2 million Americans will be remote, an increase of 16.8 million people from pre-pandemic rates.

68% percent of managers say remote work is going more smoothly now than at the start of the pandemic.

Increased productivity and flexibility continue to be key benefits of remote work:

- 70% of hiring managers cite reduction of non-essential meetings
- 60% percent cite increased schedule flexibility
- 54% cite the benefits of no commute

DEMAND FOR WORKERS WILL CONTINUE GROWING AND NOW THEY MUST ALSO BE MORE REMOTE CAPABLE

What do CEOs say about Remote Work & Productivity?

Only 4%

measure productivity quantitatively through a standardized productivity score

84%

are concerned about manager's ability to manage remotely

82%

fear inactivity to address productivity will put them at a disadvantage

95%

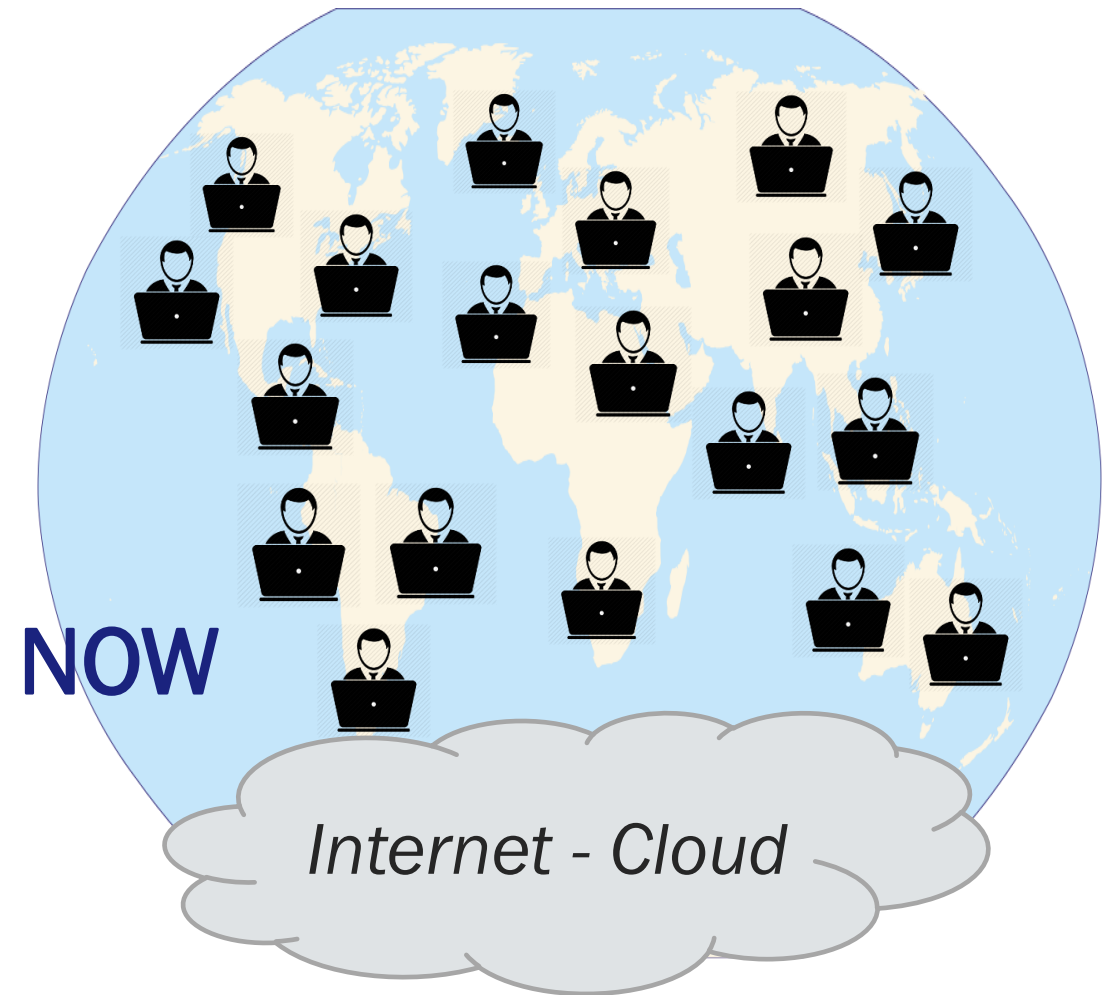
think AI will play a role in driving productivity

Source: The enable Productivity & Remote Work executive survey

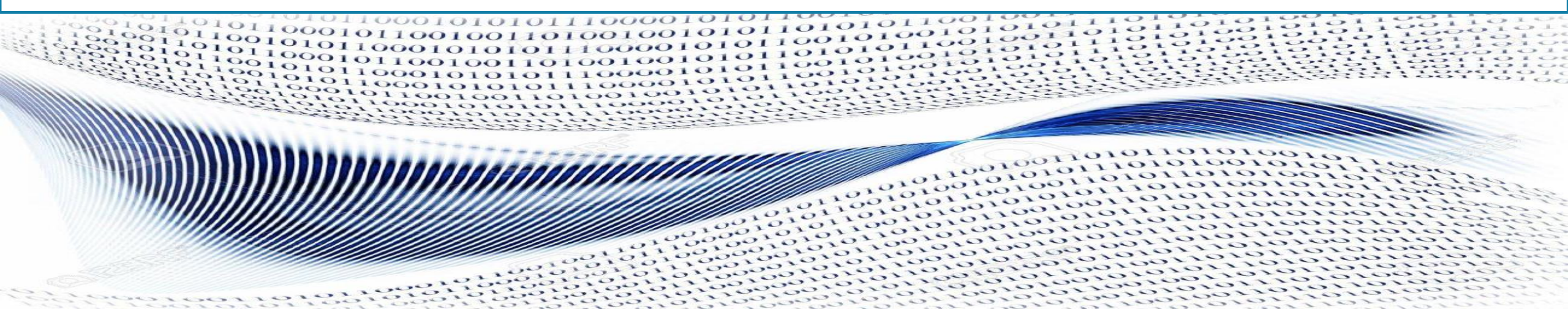
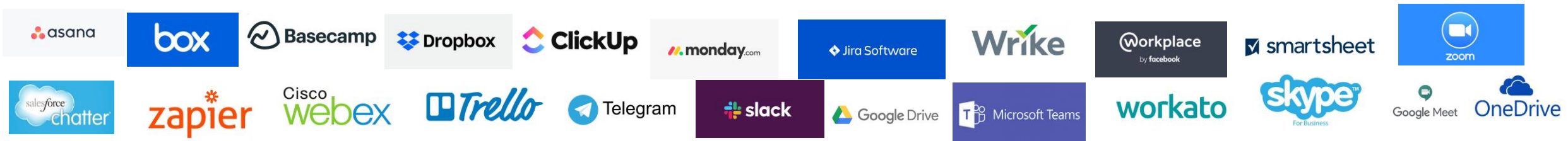
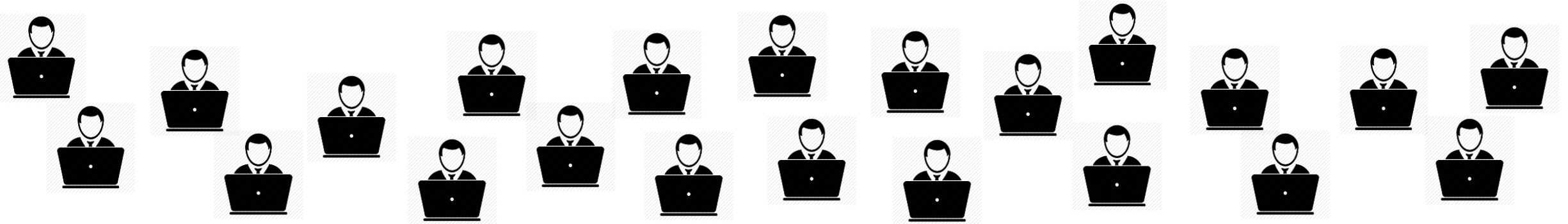
LOCAL-PHYSICAL DEPENDENCIES



ANYWHERE / ANYTIME PRODUCTION



DIGITIZING WORK (COLLABORATION) – EWORKING



DIGITIZING WORK: MASSIVE AND EXPONENTIALLY GROWING

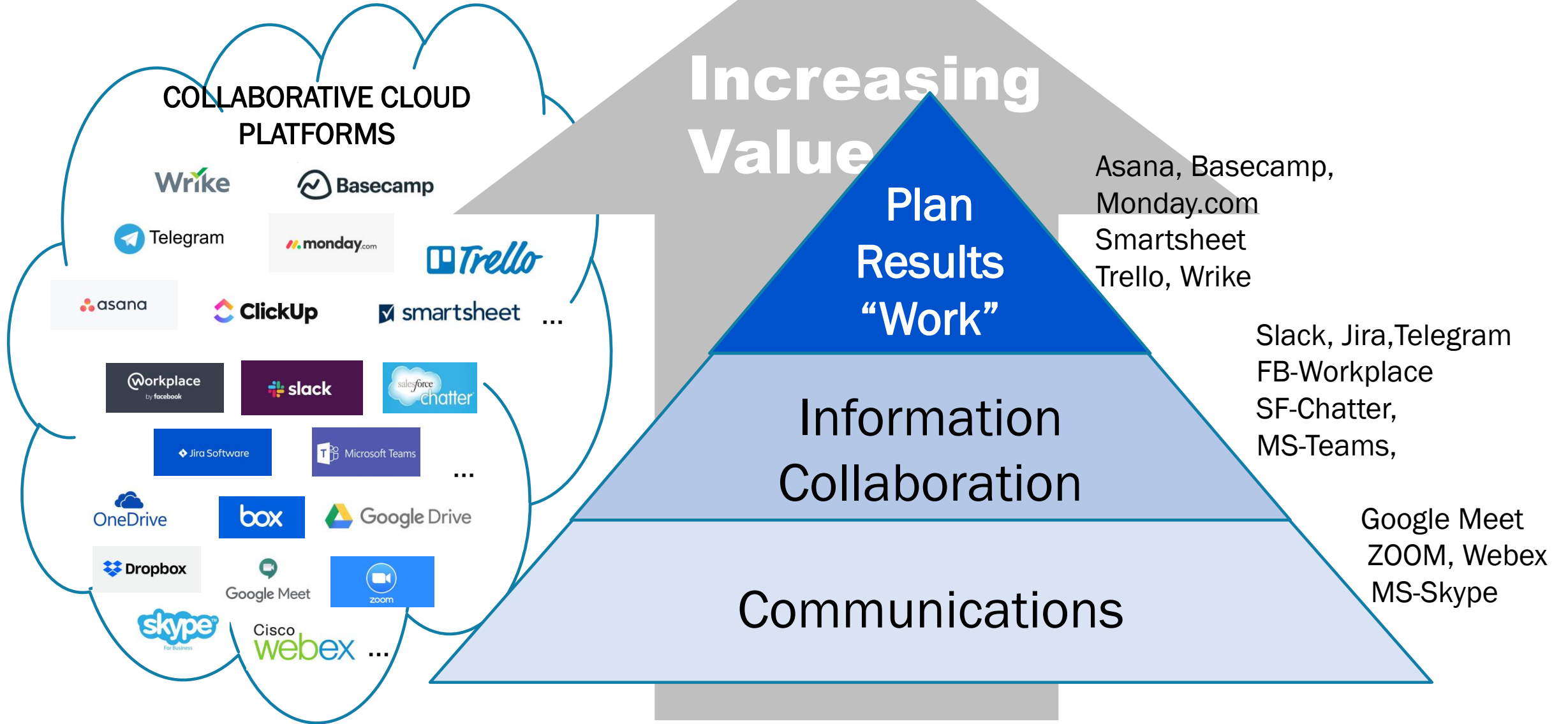
10+ Billion Connections to
Collaboration Platforms

The diagram features a large blue oval containing two smaller blue ovals. The top oval contains the text '10+ Billion Connections to Collaboration Platforms'. The bottom oval contains the text '1.2+ Billion People are digitally working from anywhere today!'. A large blue arrow points upwards from the bottom oval to the top oval. At the bottom of the diagram, a blue arrow points upwards towards the bottom oval, with the text 'Analyzable Work Transactions < 5%' written inside it. The overall structure suggests a flow from a small, under-analyzed portion of work to a massive, growing digital work ecosystem.

1.2+ Billion People are digitally
working from anywhere today!

Analyzable Work Transactions < 5%

EWORKING DATA INTELLIGENCE





CHANGE IN STAFFING BUSINESS

?

TALENT
SUPPLY

WORK
DEMAND



HOW DO WE IMPROVE HOW WE ARE WORKING NOW?

Millions of questions....

How's are the teams doing this week?

How many video calls bring on Zoom fatigue?

How do we improve our teams work-life balance?

Which team needs the most help reaching their objectives?

No Digitized Work Data Analysis Platform for answers.

Until now!



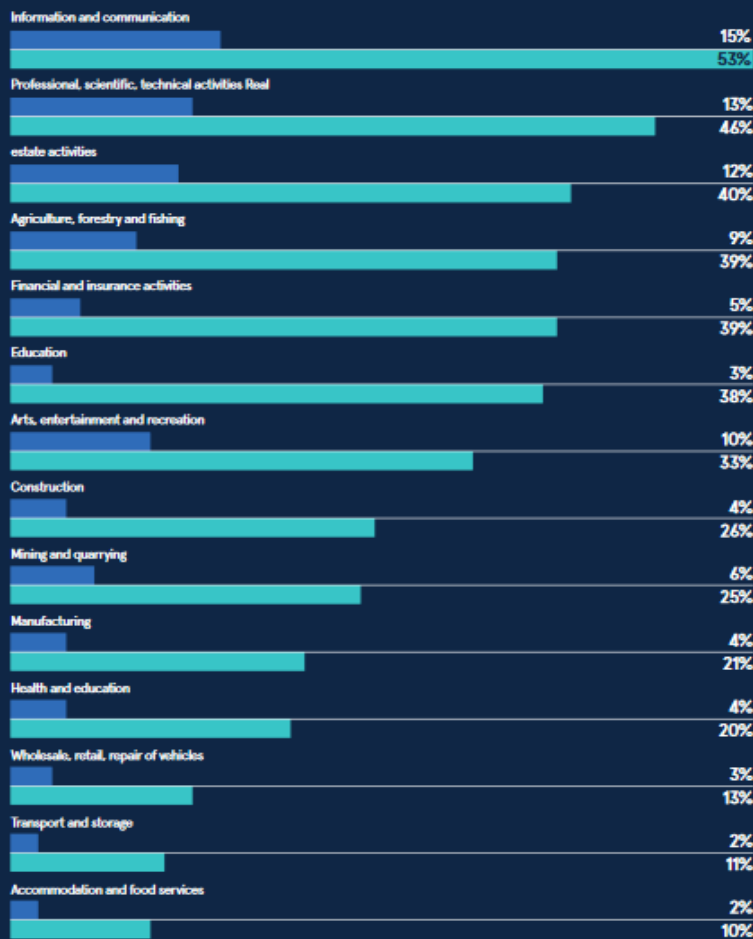
MEET THE REMOTE WORKER

The coronavirus pandemic has caused millions of us to set up offices at home, but a number of people have been championing this working style for years. Not only do they enjoy a healthier work-life balance, these remote workers seem to be happier, more loyal and more productive. So what do these employees have in common, besides their workplace, and can they teach businesses anything about embracing a flexible working policy?

REMOTE WORKING IS A PRIVILEGE NOT EVERY INDUSTRY SHARES

Percentage of UK workforce home-working by sector in 2019

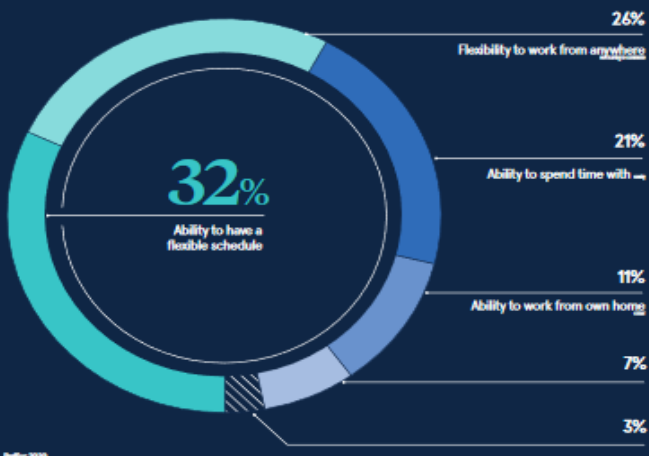
Mainly work at home Ever work at home



IMC 2019

THE KEY TO A HEALTHY WORK-LIFE BALANCE?

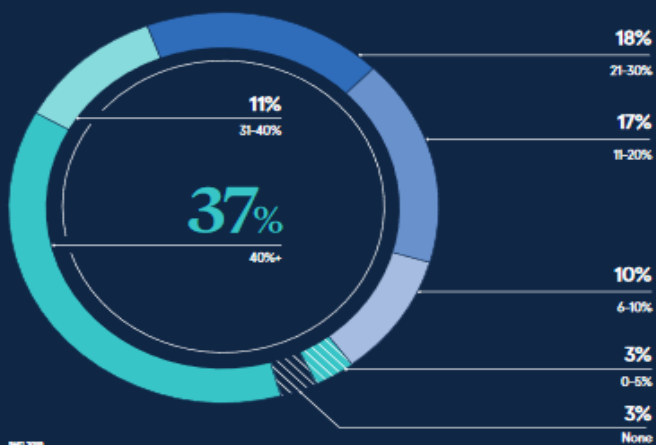
What remote workers see as the biggest benefits of home-working



IMC 2019

REMOTE WORKING CAN BE A BOON TO PRODUCTIVITY

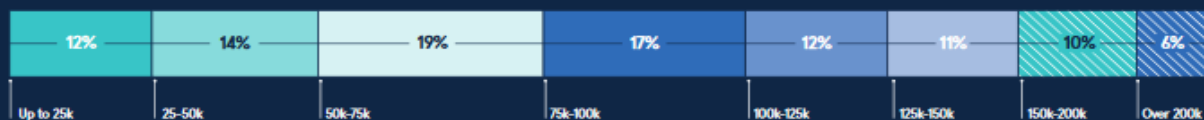
The percentage increase in productivity which respondents believe to result from a flexible workspace policy



IMC 2019

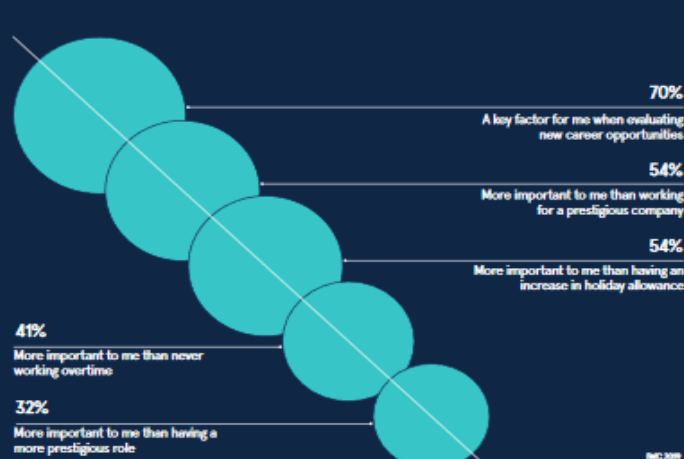
REMOTE WORKING IS NOT JUST FOR THE HIGH EARNERS

Salary ranges for respondents in US dollars (numbers may be over 100 per cent due to rounding)



REMOTE WORKING ATTRACTS AND RETAINS TOP TALENT

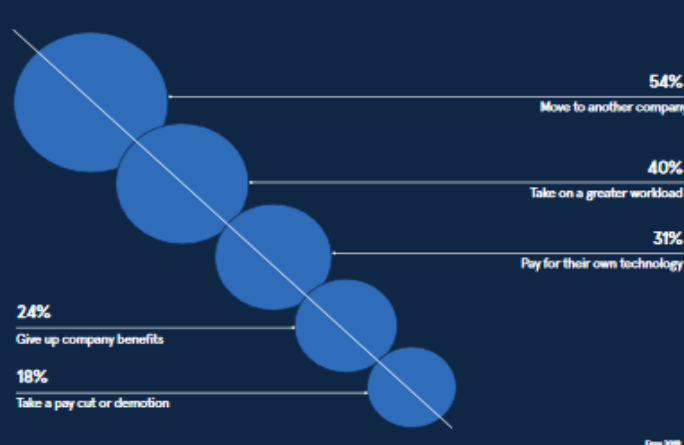
Respondents' responses to the question, "Having a choice of work location is..."



IMC 2019

REMOTE WORKING IS ONE OF THE MOST SOUGHT-AFTER WORKPLACE BENEFITS

What employees say they would give for greater location flexibility

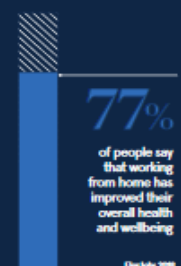


IMC 2019

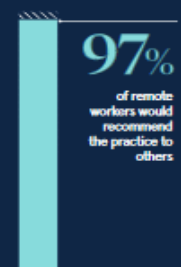
THE SECRET TO HAPPY WORKERS?



IMC 2019



IMC 2019



IMC 2019

VC BACKED SERIAL VISIONARY FOUNDER & EXPERIENCED CXO



Hans Bukow

Brings 25+ years experience in founding and leading fast-growth innovative venture backed enterprise software and Web companies – global opportunities and experiences

Hans is a global thought leader on “eworking” and considered the originator of two \$1B+ work digitalization categories:

- * Manufacturing Execution (MES started in 90s) with FASTech - and -
- * Vendor Management (VMS started in 00s) with eWork Enterprise and then Provade

An eWork Exchange company, eWork Group – a EU publicly traded company (2008 IPO) helped pioneer the emerging B2B human-cloud work marketplace space - most notably made popular by publicly traded Upwork, Fiver, and others

[eWork Group](#) is still a growing IT centric human cloud co. with \$1.5B+ in yearly revenues.

<https://www.linkedin.com/in/hansbukow/>