



HR HUMARESO

Thriving in the Current Work Landscape:

Navigating Distributed Work Challenges and Talent Opportunities

Presenters



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Remote Workforces: Opportunities and Challenges

Opportunities

- Expanded pool of potential employees
 - Best and the brightest
 - More diverse
- Employee Retention
- Potential for cost savings

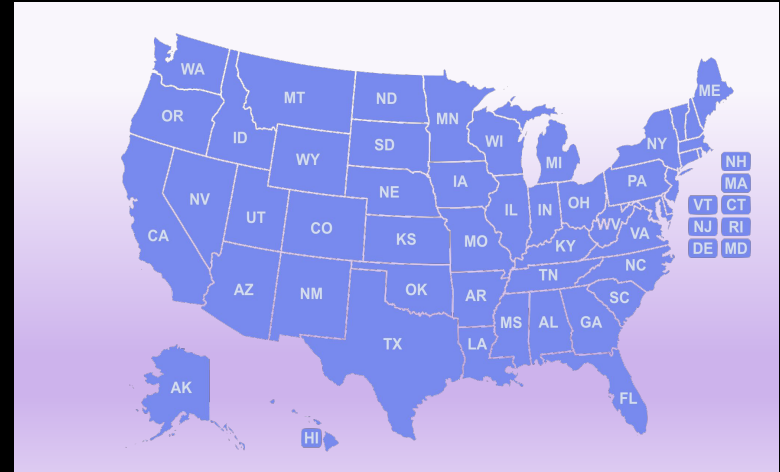
Challenges

- Compliance with state laws and requirements
- Creating and maintaining a healthy and productive culture

Two Big Questions Facing Organizations with Remote Employees

#1 - Should policies and benefits be state-specific or universal across the organization?

#2 - How will your organization keep up with changing state laws and regulations?



The Big Question: What type of paid leave should your organization provide?

Leave that
accrues
over time

Leave that
is provided
upfront

Leave that
is unlimited
or flexible

Culture in a Distributed Workforce

Assessments

Surveys

Communication

Well-being in a Distributed Workforce

- Wellness when Apart



- Check-ins and Coaching



Diversity, Equity and Inclusion - Distributed Workforce -





Key

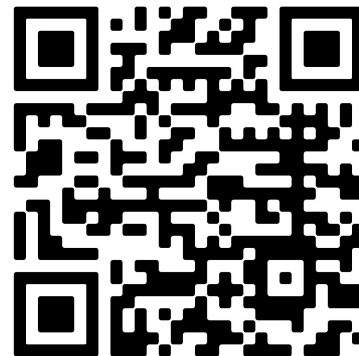
Takeaways

- The opportunities for organizations presented by remote work can be significant.
- Compliance with state laws and regulations can be challenging, but it is becoming more manageable.
- Organizations need to be thoughtful and proactive in establishing and maintaining healthy, inclusive, and productive cultures, especially when they have remote employees.
- Organizations that both listen to and communicate clearly with their employees are well positioned to take advantage of the benefits of remote work.

Thank you!



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