

Leveraging Technology to Manage the New World of Work

The pandemic has supercharged the shift to flexible, hybrid remote and multi-locational working, changing the way companies think about how work will be managed in the future.

Many mobility leaders anticipate their teams will assume at least some responsibility for employee-initiated, temporary or permanent, remote working relocation requests as well as for virtually mobile employees.

Responsibility for Remote Work & Virtual Mobility

Virtually mobile employees  **51%**

Employee-initiated, temporary or permanent, remote working relocation request  **45%**

440%
more workdays will be supplied from home post COVID*



Managing an increasingly mobile workforce

In the middle of one of the biggest workforce transformations, Mobility is shifting to play a strategic role in many organizations.

56%

of respondents report that mobility will be prioritized as **CRITICAL** in their organizations in 2021*

*For larger mobility populations, that number increases to

71%



More employee mobility brings more challenge and risk. This increases administrative burden that managing this new hybrid and remote workforce brings. These requests add complexity to human resources tasks and may have tax and risk assessment implications. Assessing and processing these new demands quickly and efficiently requires new technology and tools.

*data source Nicolas Bloom, Stanford University

*BGRS's 2021 Talent Mobility Trends Survey: Reinventing Mobility Beyond 2020

Changes to the business

The move to hybrid and remote working has changed working cultures and processes. Some managers will be challenged to demonstrate they are adding the same value in the new model. Automated workflows, for example, could make the in-person manager less necessary.



Leaders must learn to navigate the new terrain of remote communication or pay the price. Communicating with people in person is quite different from communicating remotely, and often requires more care and sensitivity.

At the same time, video conferencing tools make it easy for employees to assemble virtually and take their leaders to task on working hours, conditions or management missteps. Successful managers and leaders have to learn to communicate well virtually as well as in person, and to 'toggle' between the two.

Now is the time for people and mobility leaders to be at the forefront of enabling a more global, virtual and flexible business. Leveraging technology will create automated, efficient processes which ensure compliance and positive employee experiences.



info@equusoft.com
www.equusoft.com

Equus Software is the global leader in cloud-based international relocation and mobility solutions. More than 2000 organizations around the world rely on Equus tools and technology to automate mundane, transactional work so that global mobility teams, talent management professionals and other key stakeholders can focus on adding value to the business. Founded in 1999, Equus has a proven track record for delivering cutting-edge talent mobility solutions, continuous innovation and exceptional customer service.