

Are Your WFH Policies Helping or Hurting?

Use Group Atlantic's WFH
EFFECTIVENESS Index to
Inform and Guide Decisions

Make Working from Home Work

Make work-from-home (WFH) effectiveness an explicit part of your employee engagement strategy to build trust and belonging in these uncertain times.



EXECUTIVE BRIEF

- ◆ Workforce engagement, productivity & retention are at risk because remote workers are more disconnected & isolated
- ◆ Leadership awareness and control over what is really going on is diminishing dramatically .
- ◆ Management techniques previously proven effective are not providing the usual results and leadership is finding it much more difficult to assess the true impact of their statements and actions on their coworkers.
- ◆ The Group Atlantic WFH Effectiveness Index Solution identifies and validates the root cause issues endangering your WFH program and provides action options for improvements.

LEARN WHAT THEY ARE THINKING

Sustaining pre-crisis employee engagement goes well beyond merely providing laptops, video conferencing and collaboration tools. *Employees need to feel, believe, and experience being a valued team member.*

One of the most effective ways to show workers their value is to solicit their participation in improving their WFH experience by using their views and opinions.

Powered by Perception Analysis Methodology

The Group Atlantic WFH Effectiveness Index is built on our state-of-the-art Perception Analysis Methodology (PAM) analytical tool. Senior consultants help you build a customized intelligence gathering survey, interpret results and identify patterns across your organization. The end results are actionable and measurable requirements for WFH program improvements.

"Group Atlantic's guiding principle is to provide our customers exceptional quality and lasting value on every engagement."

J. Scott Stribny
President & Founder

PAM-Powered WFH Effectiveness Index Offering

- Articulate clearly the desired messaging and objectives for WFH data gathering
- Develop and structure WFH data collection objectives, issues and expectations
- Conduct web-based surveys that yield the right information at the right level of detail
- Provide analytics to assess the quality and quantity of data gathered
- Distill employee WFH input data to uncover important messages and dynamics
- Translate data, context, and needs into readily actionable, reviewable, and measurable requirements

Gathering Intelligence – Ground Truth

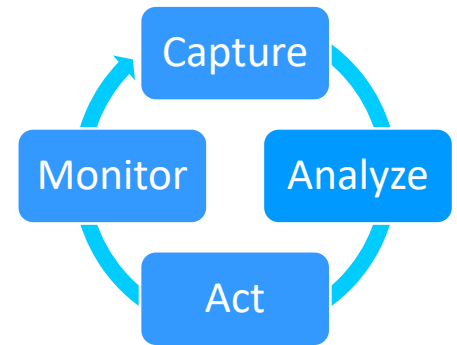
The best way to identify and prioritize the critical actions that will positively impact remote employees is to just ask them. However, simply capturing employee WFH perceptions is not enough.

Before conducting a survey, organizations need to develop a well thought out plan to achieve your objectives. As with any project you need to:

Set Objectives – Determine what leadership wants from this program. Identify any budget, time, scope, or flexibility constraints. Understand the current WFH state across the 3 major components of remote work: information, communications, and technology. Identify topics and themes.

Determine Messaging – setting accurate expectations is imperative, especially regarding what will be done with the results and when are key. Remember this is a good opportunity to build trust, reinforce vision and demonstrate values. Establish a common vocabulary to keep everyone aligned. Use a positive tone.

Focus the Analytics – the data gathered needs to lead to improved business outcomes. Satisfaction with a topic needs to be weighed against its importance. Provide the ability to deliver meaningful consistent interpretations when data is aggregated as you go up the organization.



Capture: Effective engagement programs make it easy and convenient for employees to provide candid input.

Analyze: After capturing key perceptions, conduct **timely** analyses and deliver clear and actionable insight to the right stakeholders.

Act: Successful programs allow you to not only act, but also prioritize your actions. Knowing where the biggest problem areas are allows you to focus resources for maximum impact.

Monitor: Ongoing WFH satisfaction monitoring helps you to track your results over time and identify trends. Having a regular pulse on your employees helps you uncover patterns to see where you are making improvements across the enterprise.

