



Are we going back to in-person educational conferences?

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1.5BN

Students have been impacted by the closure of schools worldwide.

Source: UNESCO

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The future of educational events should be HYBRID in-person & virtual.

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A woman with long blonde hair, wearing blue-rimmed glasses and a textured orange-red sweater, is smiling and looking to her left. She is leaning against a white brick wall. The background is a blurred office environment with other people and a table.

The Anywhere Worker

The 4 Critical Elements to consider when
establishing Anywhere Working



**You MUST consider a
permanent shift to
Anywhere Working!**

Consequences of no Anywhere Working.



1

You will **struggle to hire and retain** the best talent

2

Your **time to market will be slower** than your competitors

3

You will have a **demotivated workforce**

4

You will **lose revenue and become less competitive**

Is your company losing ground right now?



Anywhere working is **happening already**

Many of your workforce would **work this way all of the time**

Anywhere working **is more valuable than money**

The environment & workforce can **do without the commute**



4 x Critical Steps to Establishing Anywhere Working

Critical steps to successful Anywhere working.



1

You must have
a **Strategy**

2

You need to
get your
Technology mix
right

3

You should
create a
supportive
Culture

4

You must drive
the right
Behaviour
from
management



1. Strategy

Anywhere Working Strategy needs to consider the following...



**Office Facilities
& Real-Estate**



**Information
Technology
(IT)**



**Human
Resources**



**Corporate
Communications**

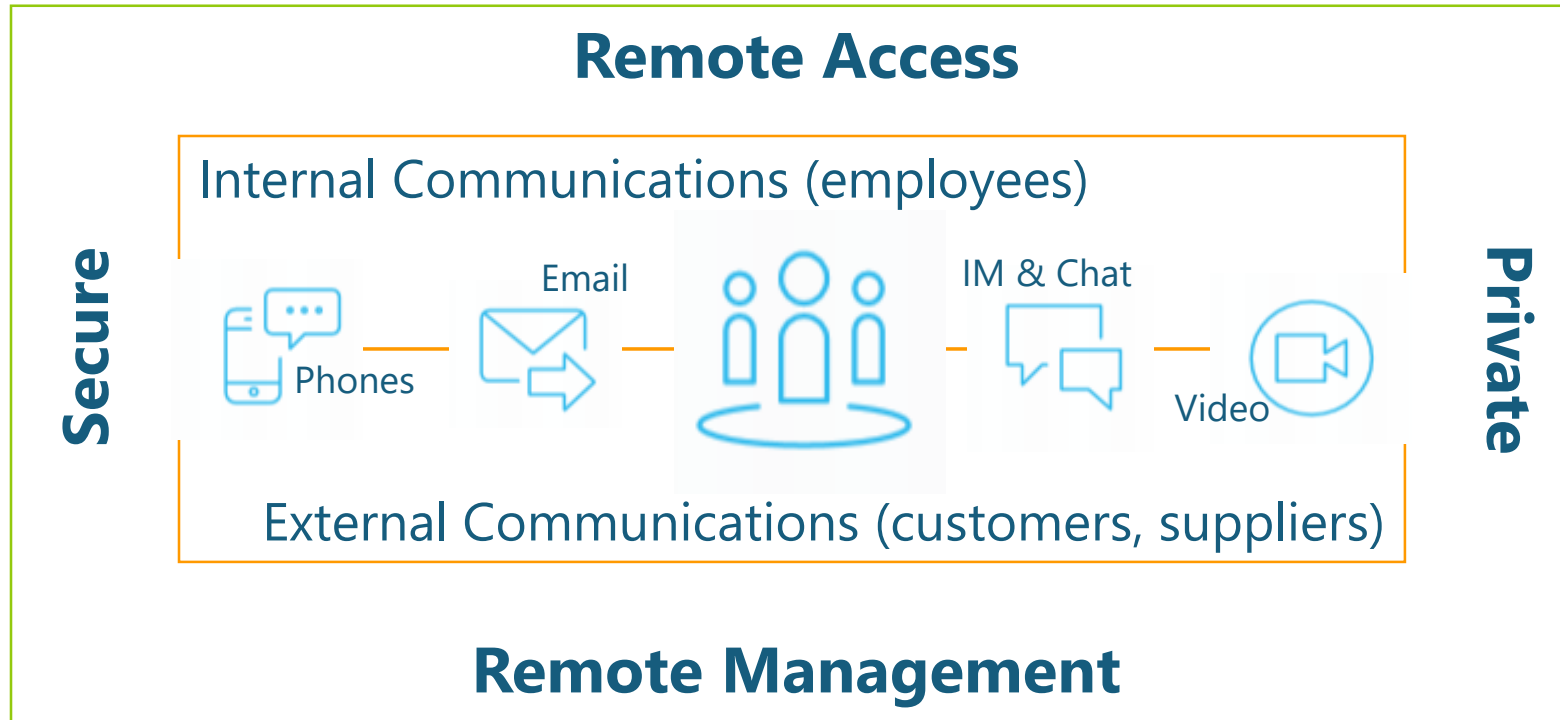


Finance



2. Technology

Anywhere Working Technology Requirements include...





3. Culture

Maintaining existing culture and building new cultures is hard...

Challenges

- 40%**
poor team communication.
- 37%**
lack of human interaction
- 30%**
losing motivation

Suggestions



Set company guidelines around communication tools.



Train on nuances of remote performance reviews for anywhere workers.



Encourage goal alignment directly connected to the company's strategic initiatives.



Outline when they should solicit help from upper management.



4. Behaviour

Management must drive the right behaviours to address new challenges...



PROBLEM 1: “There’s too much going on at home – I’m always distracted!”

PROBLEM 2: “I work a lot more at home, so I’m burned out and losing motivation.”

PROBLEM 3: “I feel lonely and I don’t feel close to my team.”

COMMUNICATION IS CRITICAL!

- 1. Establish structured daily check-ins.***
- 2. Provide a myriad of communication tools.***
- 3. Don’t forget to have fun.***



**When contemplating
a HYBRID approach
to work or events
consider these steps**

- 1. Strategy**
- 2. Technology**
- 3. Culture**
- 4. Behaviour**