NAWO
inspiration at work

The virus that moved the workplace mountain – where to now?

Thanks for joining us.

This webinar will commence shortly

NAWO MEMBERS ARE IN GOOD COMPANY

50+ like–minded corporate members and 7000+ people engaged in purposeful action to better the balance in operations

OUR GUEST SPEAKERS

GREG LILLEYMAN
Chief Operating Officer - Fortescue Metals Group

NICOLE DUNCAN
Chief People and Legal Officer,
Company Secretary - South32
Limited

CAMILLE HENDERSON
Group Manager, Corporate Affairs - Bis
*WA NAWO Committee Member and
Moderator*

FADZI WHANDE
Award-winning Global Diversity and Inclusion
Strategist and Social Justice Advocate

FMG Fortescue

SOUTH32

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Advantages / Disadvantages of WFH

ADVANTAGES

- Employee Productivity / Performance (*67%)
- (Harvard 2019 *4.4%* / Stanford 2017 *13%*)
- Attracting better talent
- Retention / Reducing staff attrition
- Better work /life balance
- Eliminating long commutes
- Improved morale (*64%)
- Engagement /lower absenteeism(*57%)
- Reduced employee turnover (*57%)
- Money Saving / Profitability (*51%)
- Lower rates of unplanned leave

DISADVANTAGES

- Employee productivity not guaranteed
- Employee performance is difficult to monitor
- Impacts on relationships distrust
- Negative impact on well being caused by isolation
- Career progression and development
- If remote work isn't balanced it can impact
  - lower performance
  - higher absenteeism
  - higher turnover

Collation of research done by Gallup, Harvard University, QRIUS, Global Workplace Analytics and Stanford University
* INDEED Australian survey 2019

Sample of 8572 randomly selected adults from the Gallup Panel, interviewed over the phone. Reproduced from Reeves and Rothwell (2020) © Brookings

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Three C's approach
How to get support for remote working
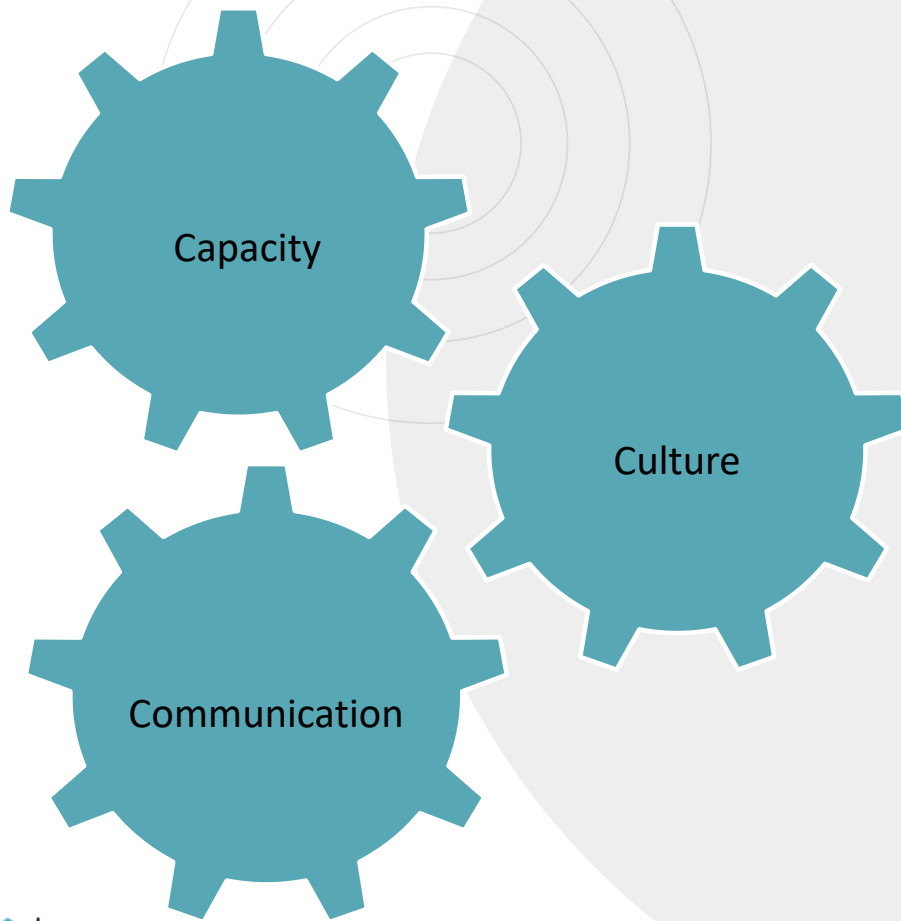
CAPACITY

- Tech/digital capacity / cyber security
- Health & safety (physical / mental)
- Nature of role (not all jobs are all roles flex)
- Tools / equipment
- How will you safeguard information and yourself?
- Entitlements /policies & guidelines

CULTURE

- Have a plan /be solution focused/ consider disadvantages
- Address managers concern

Capacity

Culture

Communication

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CULTURE

- Use current research and data

- Cultural shift / individual job design

- could arrangement set a negative precedent?

- HR vs D&I approach

- Shift from productivity / performance to outcomes /deliverables

COMMUNICATION

- How will you foster connection (face/face)

- Building / maintaining relationships

- accountability process

Culture

communication

Capacity

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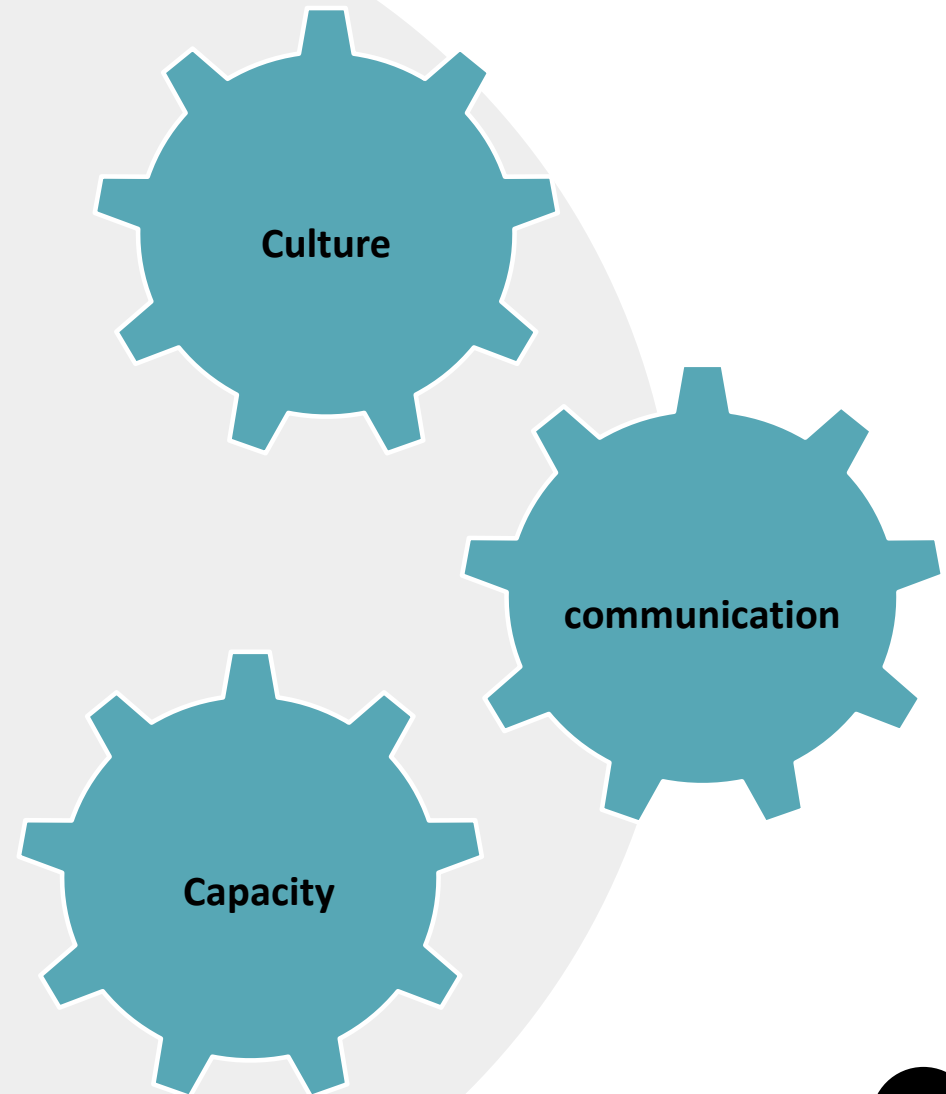
Resources

- The 2020 State of Remote Work

- Remote working the new normal (Forbes)

- REPORT: 68% of Australian Employers Allow Remote Working, But Attitudes Are Divided

- Survey reveals Australians appetite for remote working

- Working Remotely Is Becoming the New Normal in the Coronavirus Era (Seattle business magazine)

- NSW Public Service Commission

- HBR – Deloitte Workforce Strategies for Post-COVID-19 Recovery

- US Research on effects of COVID on Gender Equality changing role of men/women

- WGEA Employee Flexibility Toolkit

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