



Anchor HR Services Inc.

# Future of Work: Managing the Return to Campus

Key Takeaways

# Key Benefits of Remote Work

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- **Reducing overhead costs**
- **Meeting expectations of how employees prefer to work, which expands talent pool and retention**
- **Increasing productivity**
  - Stanford experiment measured 13% more output
    - Skipping commutes and avoiding distractions
    - Taking shorter breaks, fewer sick days, and less time off
  - Humu found 1.8-2.5% higher productivity on remote workdays

# Key Challenges of Remote Work

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Isolation



Communication



Accountability



Performance

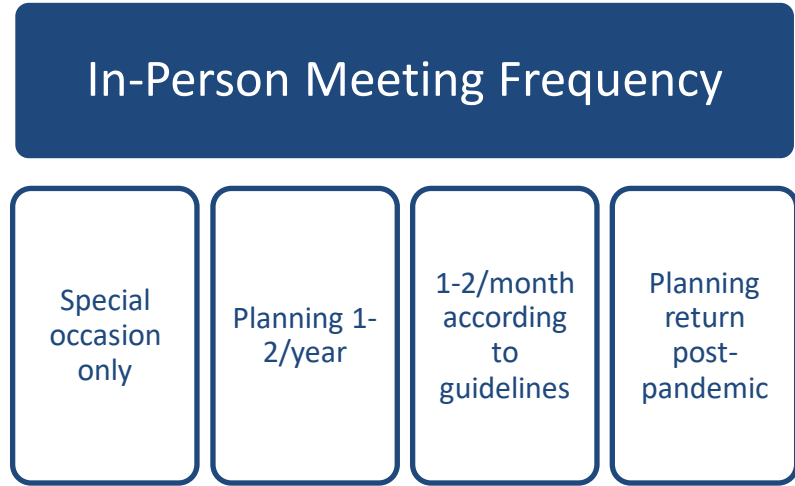
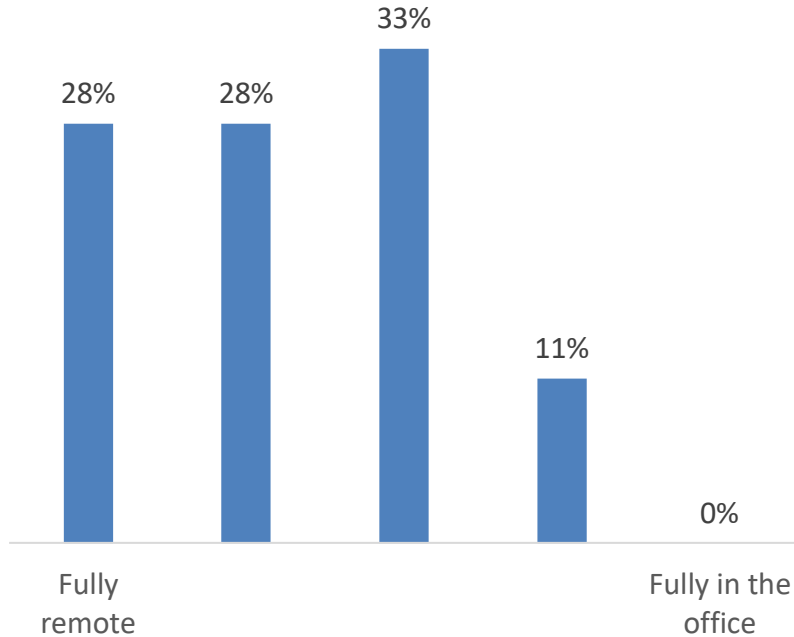


Support



Compliance

# Anchor HR's Network: Hybrid Models



# Activities Best Accomplished In Person

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- Onboarding and integrating new team members
- Coaching and hands-on training
- Kick-off meetings and strategic planning
- Collaborating to identify innovative solutions
- Making complex, difficult decisions
- Building relationships and networking



# Return to Campus Tips

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- **Look for opportunities to provide individual flexibility**
  - Provide autonomy over where, when & how they work their best and feel safe
- **Make the campus a destination of choice**
  - Provide spaces for collaboration and spaces for focus, and promote campus resources, e.g., wellness
- **Ensure the office is hybrid-friendly**
  - Stay inclusive and connected with dispersed team members, e.g., effective cameras in meetings/events
- **Try fewer and shorter meetings, e.g., 25 or 50 minutes**
  - Avoid back-to-back meetings and allow for “watercooler” conversations for connection and collaboration
- **Continuous listening, adapting, and transparency**



# Change Model

## Strategy and Culture

Alignment on what success looks like for focus and agility



Build in milestones with feedback loops to course correct and measure ROI

- Organizational Mission
- Strategic Plan
- Change Success Measures

## Listening and Collaboration

Early and continuous insights from all impacted, with meaningful participation

- Surveys
- Focus Groups
- Joint Problem Solving



## Quick and Ongoing Action

Targeted actions for immediate, ongoing, and long-term impacts

- Quick Wins
- Communications
- Leadership
- Process





# Anchor HR Services Inc.

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Contact us for a complimentary call to discuss your key challenges and strategies!

We often start with active listening (e.g., survey, focus groups) to support a Future of Work plan tailored for you.

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