Distributed Work
Team Number: 14
Statement

“With government-issued orders to shelter in place across the globe – and corporations shutting offices – employees have been sent home. We are now conducting a worldwide experiment in remote working.”

Goal

Develop key forecasts and recommendations for corporate real estate professionals as they address how the pandemic will impact where we work going forward. 1500 words / up to 10 slides.

Our Objective

With so many sources out there freely offering direction and guidance or advice to the masses (much of which was based on these questions), our small group thought it may be more beneficial to create an assessment tool to provide insight, measurement, and help to identify gaps and areas that require attention. We recommend you pose each question against each of your locations.

We believe this tool will help users honestly and objectively think through and understand their organization’s strengths and weaknesses, places to improve. Get into the weeds and probe deeper; an intimate understanding of each location will result in the best tailored solutions for your organization.

“Awareness is the greatest agent for change.” - Eckhart Tolle
WHAT WILL THIS EXPERIMENT REVEAL?

- How do you measure effectiveness/productivity of each office pre and post COVID?
- Was your emergency response plan fitting/appropriate for this pandemic?
- How flexible are you?
- How does your company empower your employees to do their best work?
- How does your physical environment support your employees?
- What is the purpose of your office space?
- What are the long-term effects?
- Does your office fulfill your original goals and needs?
- What has worked for your company? Your team?
- How did this experiment change your culture?
- What are the long-term effects?

Ask these questions of each of your locations.
HOW WILL REMOTE WORK TRANSFORM WORKPLACE STRATEGY?

Ask these questions of each of your locations:

- Culture
- Individual Locations
- Customers
- ROI
- Flexibility
- Cost of Retrofitting existing spaces
- Short & long-term policies
WILL COMPANIES THAT WERE RELUCTANT TO EMBRACE REMOTE WORK BEFORE, NOW SEE IT AS A Viable OPTION?

- What are the costs/savings of the work from home employee?
- Is remote work attractive to future talent?
- How could commute time be better used?
- Moving forward how do you justify your reluctance to allow employees to work remote?
- Do your employees want to return to the office?

What from this experience do you carry forward?

Ask these questions of each of your locations.
WILL EMPLOYEES BE EAGER TO RETURN TO THE WORKPLACE?

How do you support employees returning to work based on each category?

- Communication of new protocol
- Enhanced cleaning
- Technology
- Behavioral Changes
- Office Design
- Reduction of risk
- Leadership support
- Limitation of employees

Ask these questions of each of your locations.
WILL EMPLOYEES SEE GREATER VALUE IN WORK REMOTE VS IN OFFICE? WHAT MAY PREVAIL?

What is the feedback you are receiving from your team?

How will you make decisions based on behaviors, usage, social climate, state of pandemic?

What are the cost/savings of the work from home employee?

How will you continue to monitor feedback?

Could work become your second safe place?

Ask these questions of each of your locations
WILL REMOTE WORK RESULT IN CORPORATIONS USING LESS “TRADITIONAL REAL ESTATE”? 

How will “traditional real estate” be redefined? 

How can you redistribute people to multiple campuses? 

Which leases have early termination clauses? 

What campuses and sites are conducive to a new arrangement? 

How agile is your FFE? 

How will real estate support and/or change your culture? 

How will social distancing measure impact connectivity and productivity? 

What semi-permanent solutions will you implement? 

How will coworking/flexible office be represented in your portfolio?

Ask these questions of each of your locations.
By asking the end user more thought-provoking questions of the worldwide experiment in remote working, we hoped to encourage a greater self-reflection which would ultimately result in more tailored actionable steps.

In lieu of offering more subjective advice and direction in an already overly saturated area full of sources conjecturing their own opinions we asked the end user to go deeper and examine what was best for their specific company, employees and locations.

With industries of all sizes, offering a wide range of varying products or services in a multitude of locations all facing how to respond to the question of how to work through this global pandemic, a more in-depth inventory should be taken to serve as a tool to guide future decisions in both the short and long term.
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