Introduction

*Our analysis looks at expected changes through the framework of the three W’s: Workforce, Workplace & Workflow.*

**PHASE 1**

Short-to-Medium Term

**WORKFORCE**

- Employee wellbeing and mental health
- Team Cohesion and sense of belonging

**WORKPLACE**

- Limit traditional workplace occupancy
- Develop or rework and existing remote work policy
- Define and communicate changes to sick leave policy, commuter benefits and others

**WORKFLOW**

- Setting up a productive home office
- Managing a remote workforce
- Tools & technology
- Remote learning and development
PHASE 2

Long Term

WORKFORCE

• Talent can be sourced “anywhere”
• Geography less relevant, companies not restricted by location
• Change welcomed by Millennials and Gen Z looking to escape major metros

WORKPLACE

• Enabling employees to work from “anywhere”
• Workplace Strategy Elements
• RE and Portfolio Strategy

WORKFLOW

• Provide support to leverage tools and technology for virtual meetings versus face to face
• Changes to RE Portfolio

Conclusion