Workforce Redistribution & Retention

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Introduction

Introducing BestWork Guides, a series of PDF guides providing the information you need to be a DATA wizard. Each PDF covers the different uses of DATA within your BestWork account. We intend to make it easier to understand when and how to use our reports so you can feel comfortable making decisions with DATA.

Thank you for your business and continued support.

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The past few years have caused dramatic changes in many workplaces. Remote working became a necessity for many employers. It also encouraged a rethinking of offices and the possibilities of virtual offices. Forced into virtual situations, employees were introduced to different lifestyles. This has led to employees exploring their options, such as different jobs, different hours, higher pay and more. Employers are faced with uncertainties as never before. BestWork has developed a set of information to guide businesses through these uncertainties by identifying exactly which employees can work effectively in a virtual arrangement and which ones can work best in an office.

Some hard facts that underscore the importance of this information:

- **One third of the population cannot work remotely.** No amount of training can change this.
- **One third of the population will struggle in some way when working remotely.** When the specific cause of the problem is known, it can usually be helped.
- **One third works well remotely and actually welcomes it.**

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When employees are placed in situations they cannot handle, performance declines and those employees may choose to seek other jobs. The second challenge is how well can the managers adapt to managing a remote work group. It is quite different from what normally happens in the office. By positioning employees correctly, a company can, not only minimize problems caused by remote working, but can actually gain advantages in productivity.

BestWork offers five specialized reports to guide these important decisions:

Workforce Redistribution Chart - This chart shows the distribution of any set of employees or work group on the behavioral factors that affect remote working. This information clearly illustrates the overall ability of that work group to shift to remote working. The individual reports enable the company to see exactly who can do what, which guides them in redistributing their employees in the most effective way.

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Remote Working Capabilities - This report describes the various challenges or advantages this person has in a remote working situation. This same information is found in Your Remote Working Capabilities written for the employee.

Managing Me Remotely - This report describes the best way to manage a specific employee in a remote working situation.

Remote Managing Challenges - This report advises the manager about the specific challenges they will have in managing their work group remotely. It suggests positive ways to be more effective.

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Some Recommendations :

Recognize that remote working situations are radically different. Changes will be necessary. Some people will thrive. Some will struggle. Some will fail. The information available through these reports will identify the ones that will thrive. It will identify those who will struggle and advise how to help them and how to manage them. Perhaps most importantly, it will identify those who will fail in a remote working situation, so that other working arrangements can be made. Using this information will enable businesses to retain their talent in these difficult times.

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Thank you.

We thank you for your continued support in our efforts to change the world with DATA.

Connect with us

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