# Mobilizing 450 Talents during COVID

**Our Lessons Learned**
**Education in Humility**

Luisa Cobbe
Dino Frese
Accenture Interactive
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# Hello, Luisa here

Hamburg, Germany



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# Hello, I'm Dino

Cologne, Germany

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# ... looking for 450 talents across the world.

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# ALL REMOTE

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# ALL REMOTE

**Living at work**

**Remote Maturity (“Workplan”)**

**Team Cohesion**

**Remote Culture**

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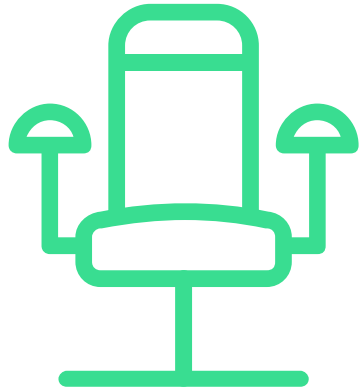
# LIVING AT WORK



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BBC
NEWS

# How many People work remotely?

**4.7 million** people were **already working from home** before the pandemic

In the last five years, **the trend of remote working grew by 44%**

During the coronavirus pandemic, 50% of the organizations reported that over **80% of their employees work remotely**.

Source: Flexjobs, Gartner

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# How many People work remotely?

A survey of 127 business reported that **82% of them permitted employees to work from home for some time as daily life resumed**.

**42% of workers will go for remote work more frequently** if they have the option.

Source: Owl Labs

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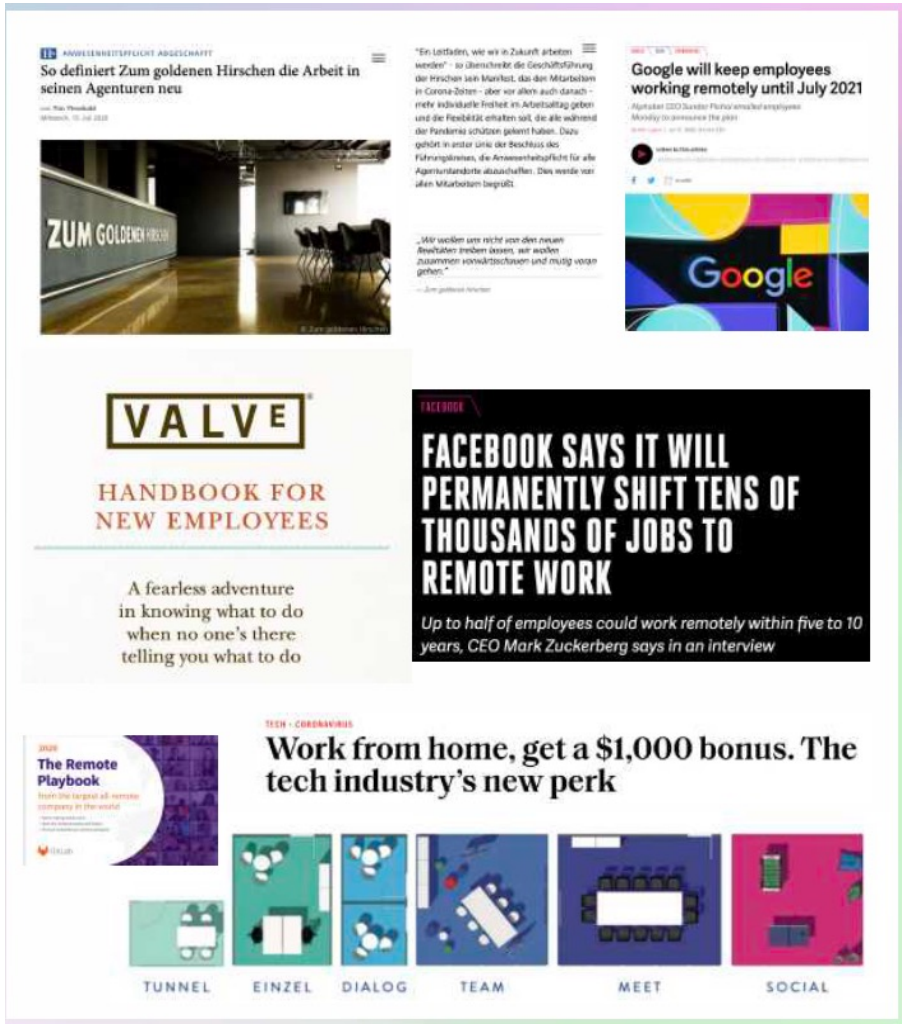
# The debate about future of work continues

JPMorgan Requires Employees To Return To Their Offices By July, Striking A Blow To The Remote-Work Trend

CORPORATE REBELS
Spotify
WORKING FROM ANYWHERE

> “An immersive workspace is no longer limited to a desk in our Towers; the 9-to-5 workday is dead; and the employee experience is about more than ping-pong tables and snacks.”
>
> Brent Hyder, President & Chief People Officer, Salesforce





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# Your workspace is important

- **Find a space** at home, that  can be turned into a workspace
- Think about your long-term health: **chair, desk and screen**
- Invest on infrastructure: **microphone, earphones, internet**
- **Not everyone is set-up for taking on camera calls** from the couch, kitchen table, or bed

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# TEAM COHESION

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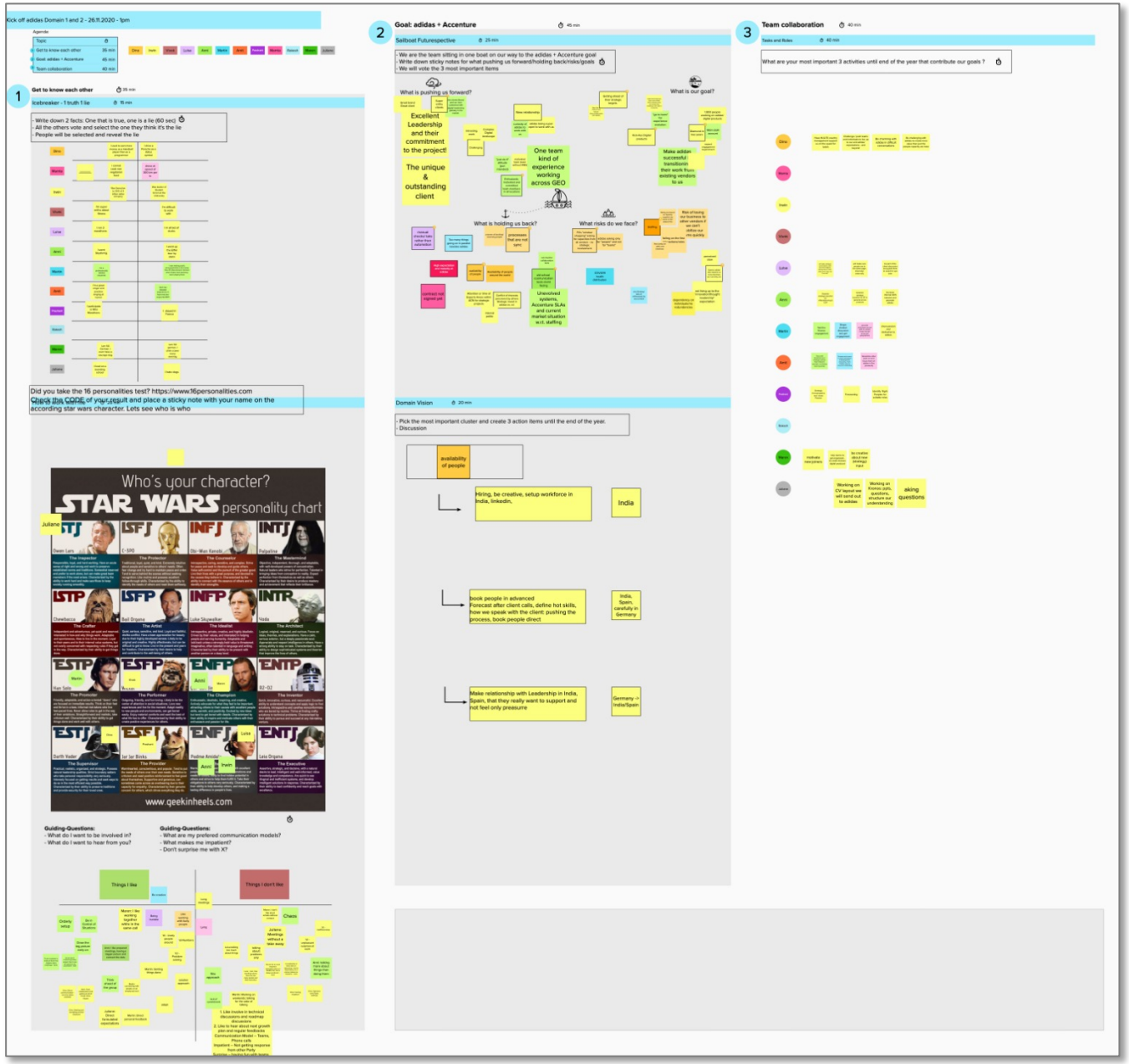
# Invest extra time into people alignment





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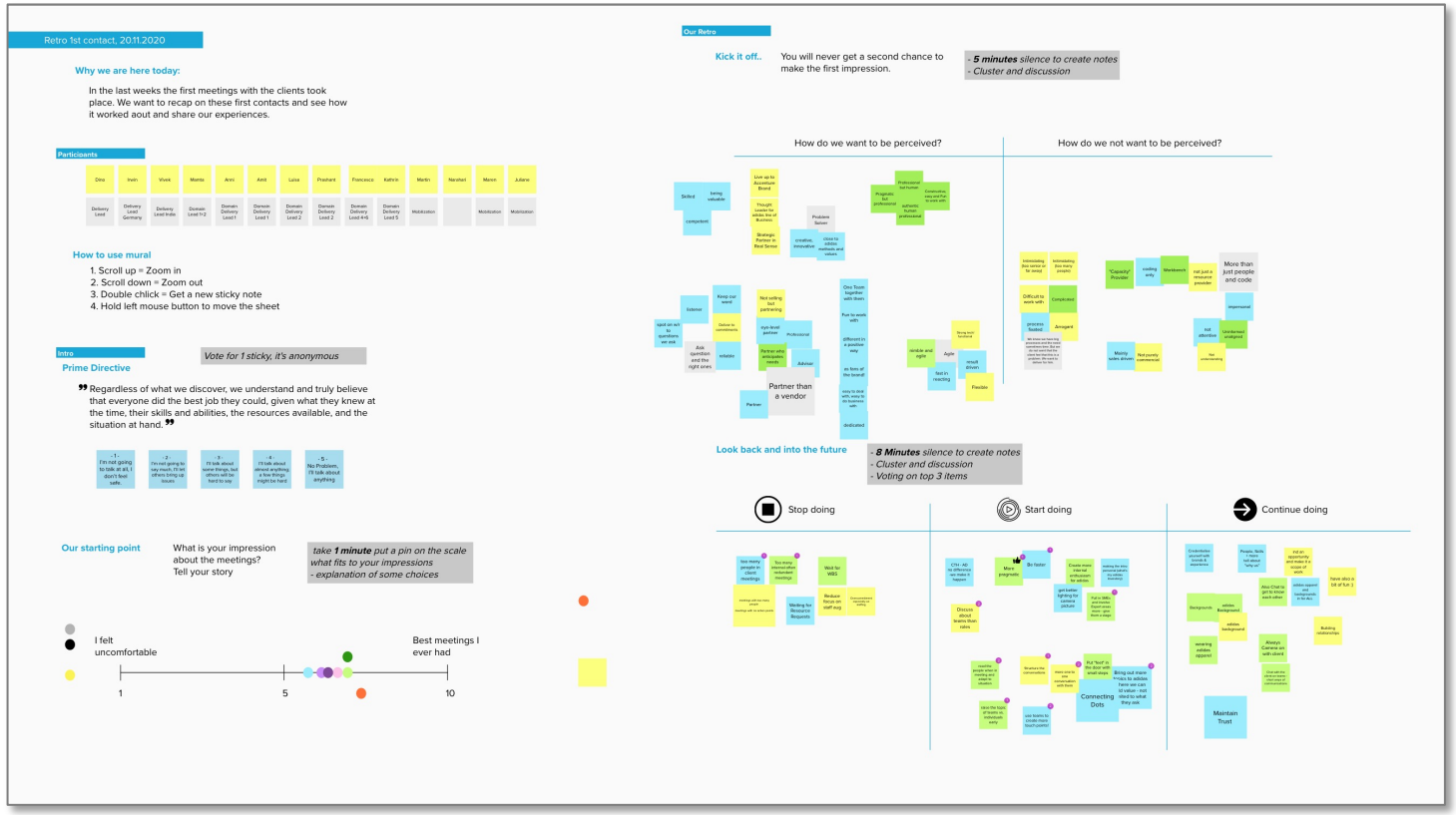
# Continuously reflect how you work and what to improve

# Agility & Retrospectives in all teams





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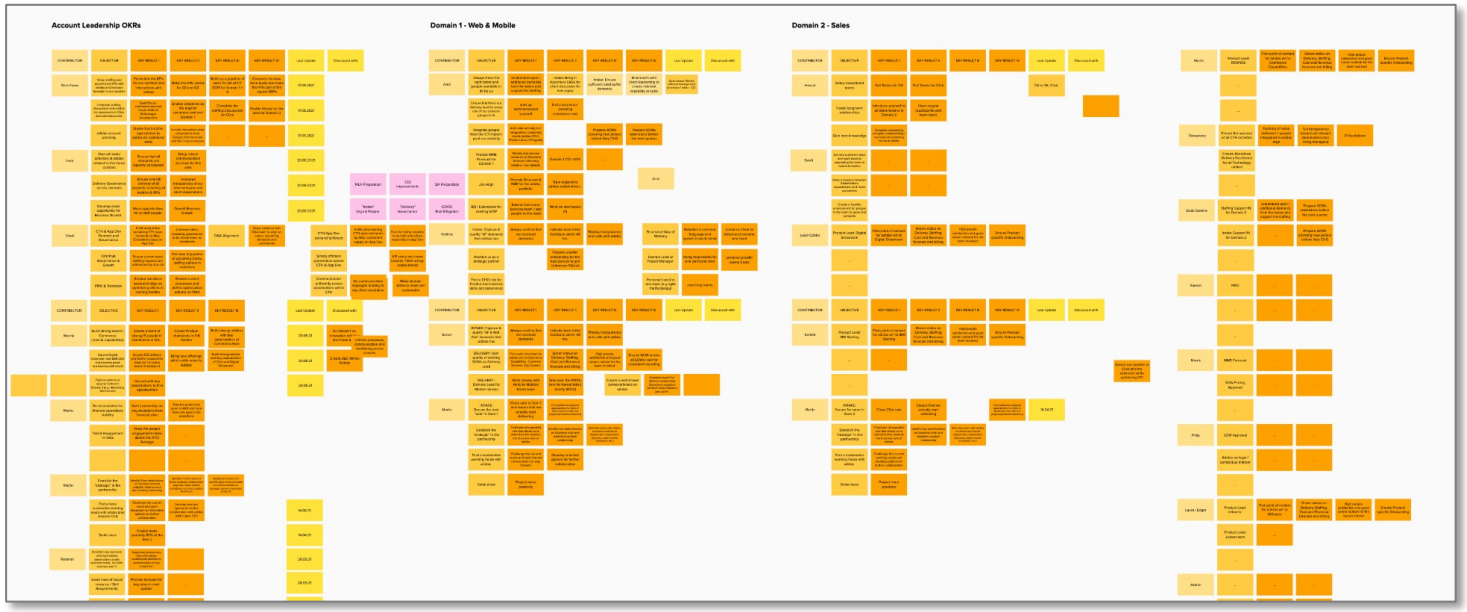
# Be specific about expectations, objectives and agreements





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# REMOTE MATURITY

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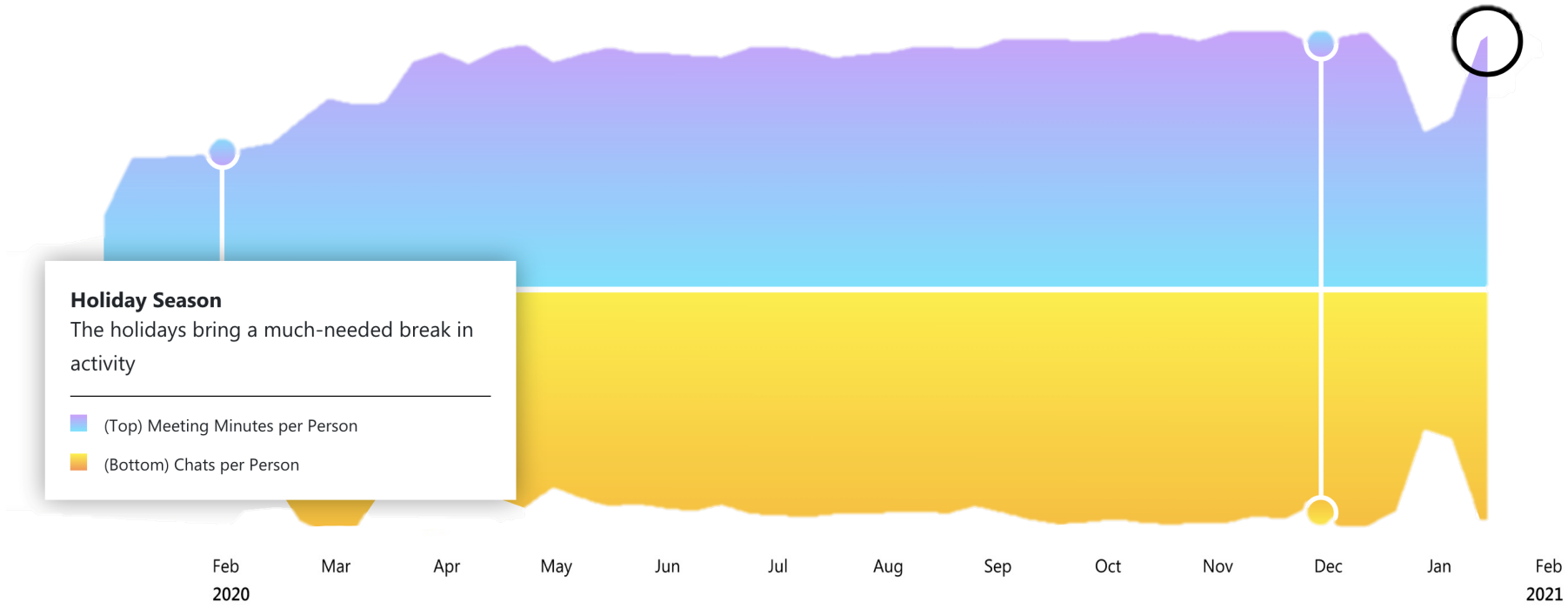
# The way we work has been transformed during the Pandemic

**147%**
**Meetings**
Weekly meeting time has more than doubled for Teams users and is still rising

**40.3B**
**Emails**
Increase in number of emails delivered in February 2021 vs. February 2020

**45%**
**Chat**
Weekly Teams chats per-person are up 45% and still rising

**65%**
**Docs**
Number of people working on office documents is up 66% year over vear




Source: https://www.microsoft.com/en-us/worklab/work-trend-index/hybrid-work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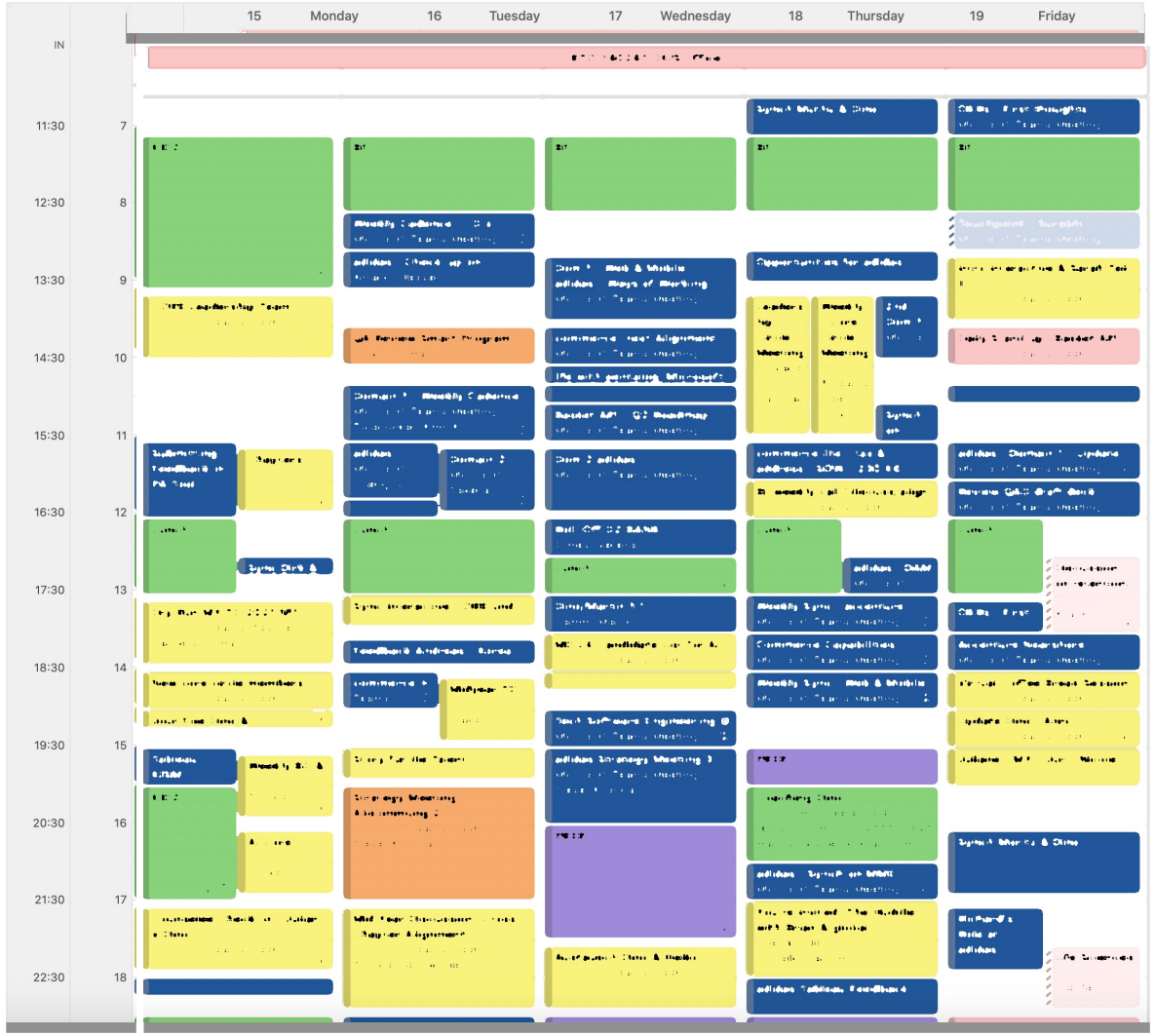
# Prevent crazy agendas





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# Meetings can be skipped

**91%**
**Daydreamed**
during meetings

**96%**
**Missed**
meetings

**39%**
**Slept**
during meetings

**45%**
**Felt overwhelmed**
by the number of meetings they attended

**73%**
**Did other work**
in meetings

**45%**
**Complained**
meetings were the #1 time waster at the office

Source: You Waste A Lot Of Time At Work (atlassian.com)


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# Communication must be clear

- Provide **full context**
- **Avoid** unnecessary **acronyms**
- **Be mindful** about people with different backgrounds

"*No one can actually remember all these acronyms and people don't want to seem dumb in a meeting, so they just sit there in ignorance.*

*his is particularly tough on new employees.“*

**Elon Musk**
CEO Tesla


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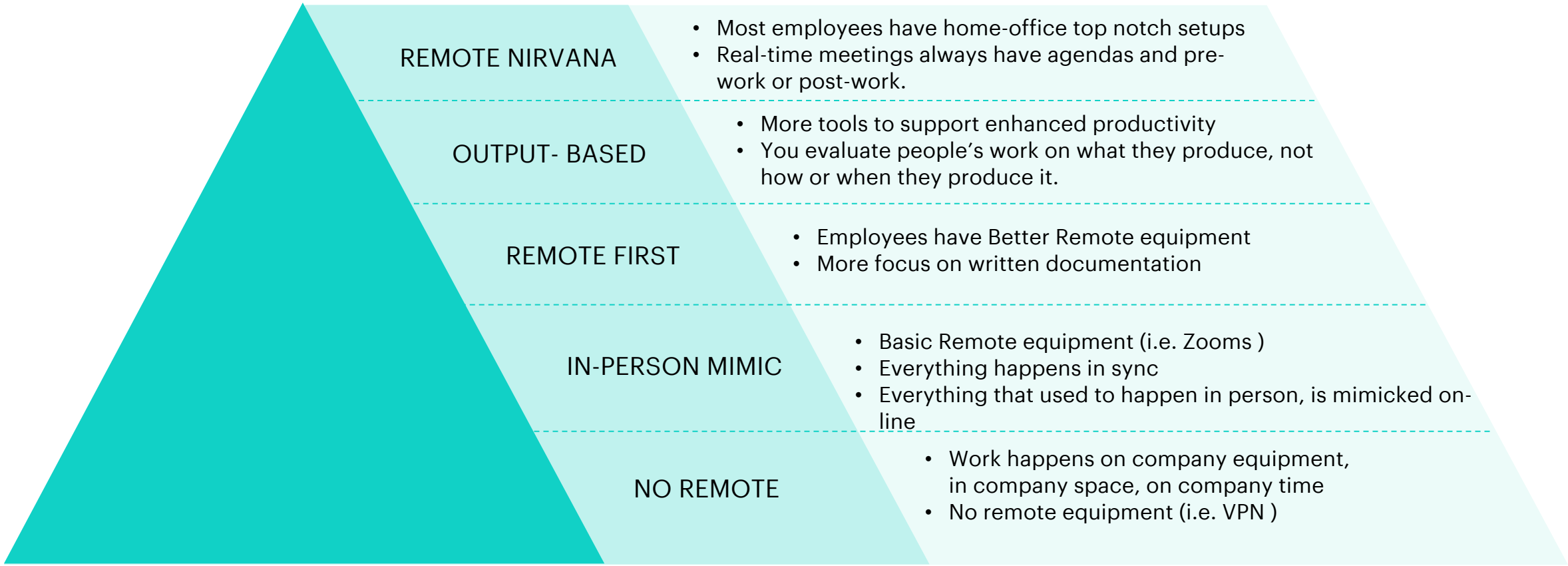
# 5 levels of Remote maturity




Source: https://ma.tt/2020/04/five-levels-of-autonomy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# REMOTE CULTURE

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# CULTURE IS, WHEN PEOPLE EXPERIENCE CONSISTENT BEHAVIOURS NORMS & DECISIONS

# Our common behaviors & principles

**Increase diversity and inclusion**

**Level playing field for everyone**

**Transparency & Communication**

**Trust & Relationships**


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