

# Leading in a "Work from Anywhere" Organization

A webinar and panel discussion

 Feb 7th at 9 AM PT





## Housekeeping Items

- 1-hour presentation including Q&A
- Enter Questions in Q&A Window throughout the presentation
- Slides & Recording available to attendees
- Get alerts about new events, webinars and content by subscribing at [xeniumhr.com](http://xeniumhr.com)



## Our Panel

**Ali Greene**

Co-Author of Remote Works @Remote Works Book

**Nicole Blevins**

HR Services Training Manager @Xenium HR

**Wendy Kleinfeldt**

Career Transformation Coach @Wendy K Consulting, LLC

WORK  
FROM  
HOME



McKinsey & Co Survey 2022

## DAYS WORKED REMOTELY PER WEEK

FIVE OR MORE

**34%**

FOUR

**10%**

THREE

**16%**

TWO

**18%**

ONE

**13%**

NONE

**13%**



# Impact on DEI Efforts

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*According to McKinsey's research –*

- People in the U.S. who are younger, more educated, or who have higher incomes, tend to have more options to work remotely.
- Remote & hybrid models may amplify in-group vs. out-group dynamics and create an unequal playing field



# Impact on Retention

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- Of those who prefer hybrid work, 71 percent say they are likely to look for other opportunities if it is not available where they work now.
- Younger employees (18–34 years old) were 59 percent more likely to leave than older ones (55–64 years old).
- Black employees were 14 percent more likely than their White peers.
- LGBTQ+ employees were 24 percent more likely to leave than heterosexual ones.
- Women were approximately 10 percent more likely than men, and employees who identify as nonbinary were 18 percent more likely than men and women.
- Employees with disabilities were 14 percent more likely to leave than employees without them.

# Workplace Design & Scheduling

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According to a recent survey by Herman Miller, nearly 75 percent of employees say the top reason they go to the office is to interact with colleagues.



# Employer Considerations – Work from Anywhere Policies

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- Licensing
- State employment and tax law compliance
- Compensation
- Benefits (workers compensation, access to health providers, state leave laws)
- Handbook Policies
- Cybersecurity

Q

&

A

# Contact Xenium

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