



## HR Strategy Series: HR Trends 2021 & Beyond

### Trend #1: “Work-From-Anywhere”

“The Kung Group, recently surveyed more than 500 founders of venture-backed companies from within our network about how the global health crisis has impacted their businesses and altered their roadmaps for the 2020s. Some of the results were surprising...”

- 70 percent of founders reported that after their offices reopen, they will let some (or all) of their employees continue to work remotely.
- Of those who stated they’ll let employees continue working remotely after offices reopen, they reported, on average, that 70 percent of formerly office-based employees will be permitted to work remotely.
- 66 percent of founders are entirely reconsidering their investments in their offices.
- 65 percent of founders stated that if stay-at-home orders were lifted tomorrow, they would not return their companies to the office.
- 76 percent of founders reported productivity has either maintained or increased as a result of working remotely.

The key finding the survey revealed is that remote work is here to stay. It is not a passing trend; a solution to COVID-19 that will go away when society reopens. It is a new way of life.”

*Source: “Survey Reveals 4 Transformational Remote Work Trends”, Entrepreneur Magazine, June 2020.*

“The pervasive adoption of end-to-end digital technologies and “cloudification”: Genpact clients, Mehta says, have shortened their five-year roadmaps for digitizing operations to two years or less, while the organization is seeing 10 times faster business acceleration to the cloud.

Central to these trends has been the shift to a “**work-from-anywhere**” strategy. In order to design a successful remote model, Mehta says, organizations must prioritize two steps: **First**, determine which processes best lend themselves to virtualization. “These will likely be mature processes where companies have access to reliable data, no regulations or restrictions apply and they can easily measure outcomes,” he says. The **other piece** is a focus on creating virtual ways of working. Using a dynamic workflow tool to map out processes can help businesses and workers adapt to the new environment...”

*Source: “These 5 pandemic-driven trends are reshaping business”, Human Resource Executive, November 2020.*

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