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COMMUNITY COLLEGE**
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Alternative Work Arrangements – Human Resources







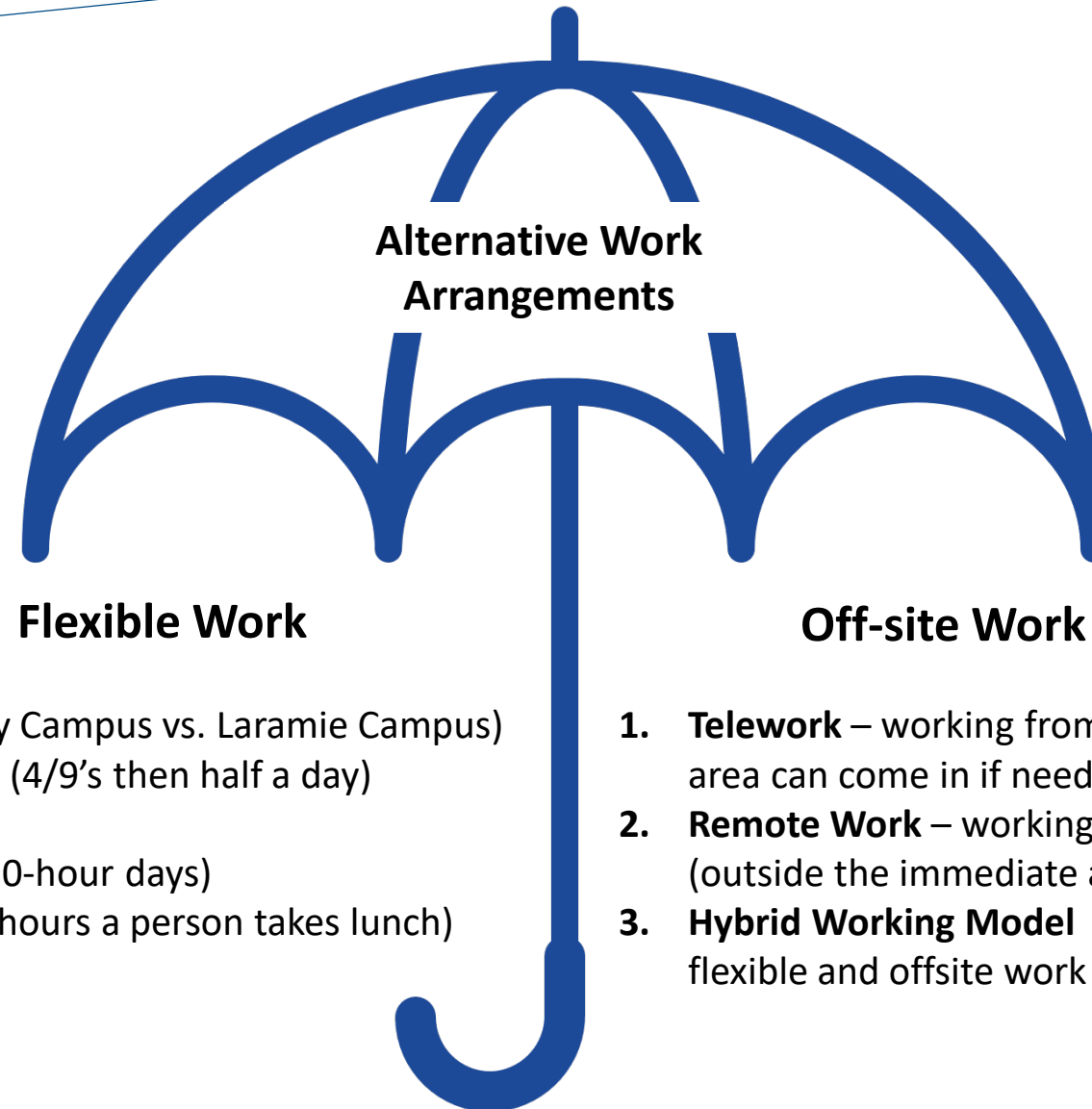
Alternative Work

- **What is under the umbrella of Alternative Work**
 - **Flexible Work Schedules**
 - **Remote and Telework**
- **Misperceptions and realities of off-sight work**
- **Why implement alternative work**
- **Lessoned Learned**





Alternative Work









Why Implement Alternative Work?

- The traditional workplace is **evolving**
 - 164M employees in the workforce 33M work remotely – (HBR, 1998)
 - Today **1 in 4** employees works under some type alternative schedule umbrella
 - Expected to **increase** with advances in collaborative software
- The organization that provides the greatest work/life balance will have an edge in:
 - **Attracting** top talent
 - **Diversifying** their workforce
 - **Improving** retention and **reducing** turn over
 - Employee loyalty





Why Implement Alternative Work?

- **Increases Productivity**
 - Mercer, an HR and workplace benefits consulting firm surveyed 800 employers. 94% of these employers stated the work productivity was the same or higher since employees started working from home
- **Improves employee engagement**
- Having a policy & procedure helps to **eliminate risk** and establishes expectations, **measures and controls**
- Giving your worker's workplace flexibility and flexible work arrangements will keep you **competitive with other employers**

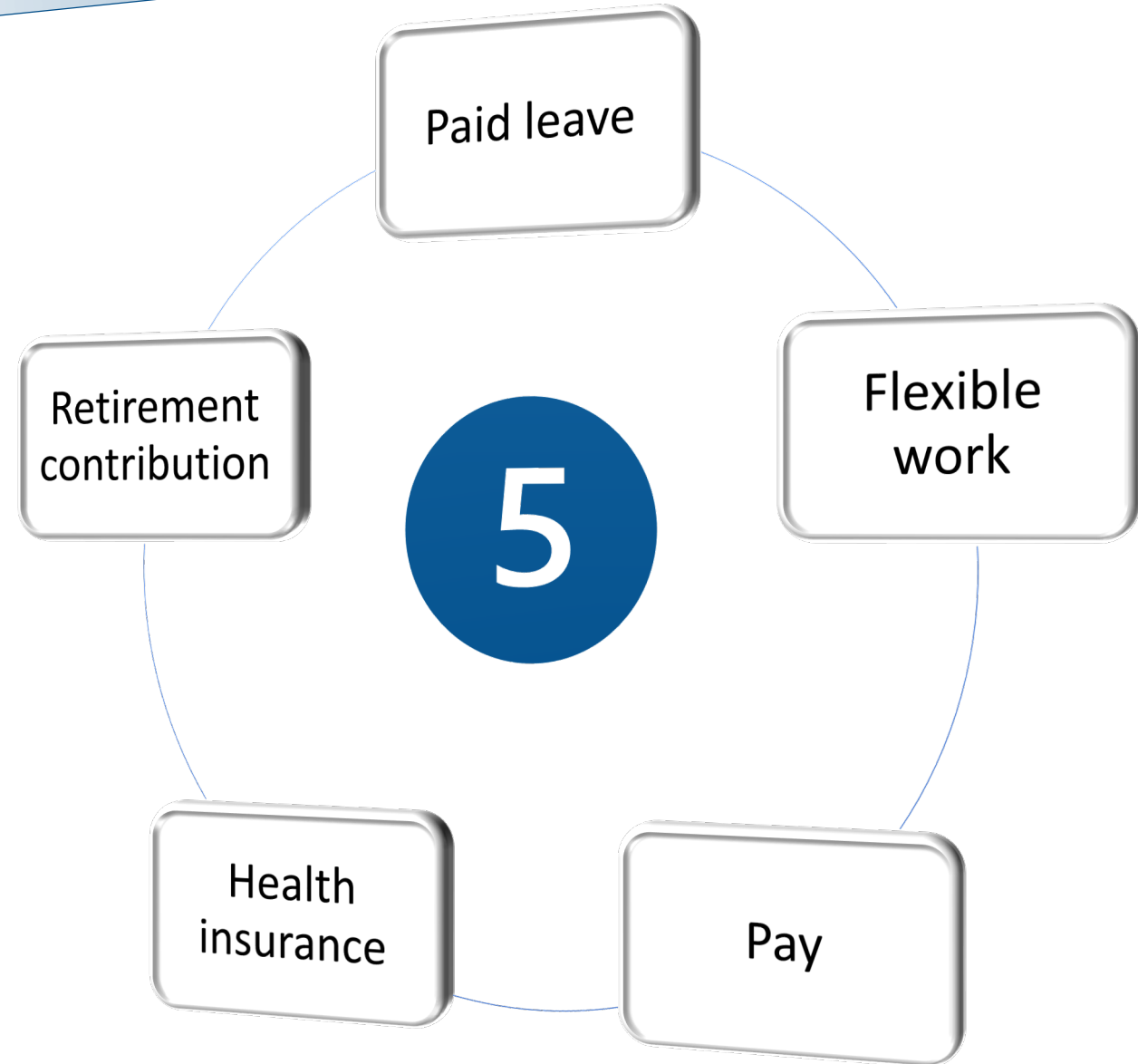
**BUT
WHY?**



Alternative Work

Why Implement Alternative Work

- The big five of benefits employees want and **compare their employers against!**
- A survey of 9,000 workers in six countries found **72% prefer a hybrid policy**
- 22% of Americans workers will be working fully remote by 2025
- 25-30% will work from home **several** days a week

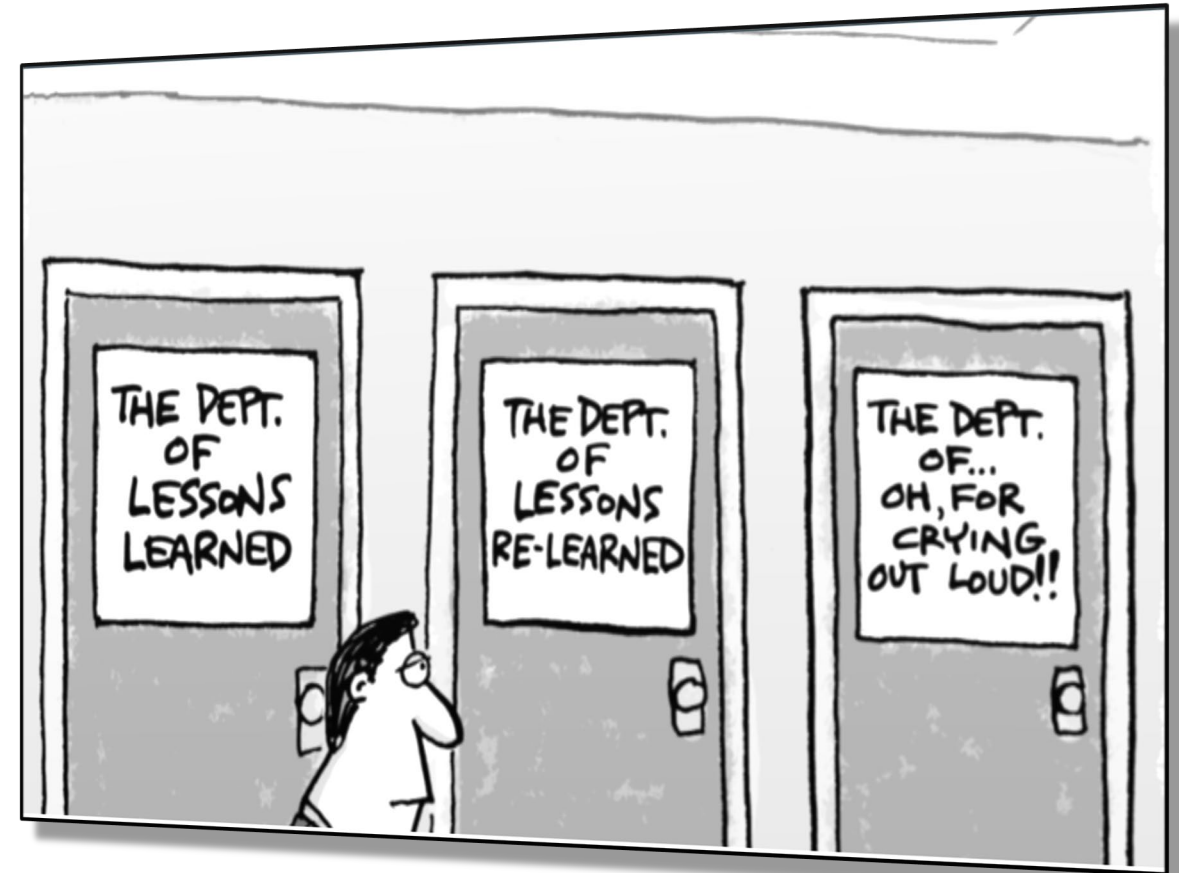




Alternative Work

Lesson Learned from implementing an Alternative Work Arrangement

- Out the gate establish that alternative work is a privilege and not a right
- Establish **eligibility** for employees that can and cannot work alternative work, no employees that have received conduct or discipline or are on performance improvement plans.
- Setting **expectations** and **principles** of workplace **performance** and **behavior** for off-site work to include remote etiquette and communication standards
- Supervisors, **coworkers** and employee will need to learn the tools of the trade.
- Employers must find the **right balance** of in-office and remote workforces that will make their company effective as possible





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QUESTIONS

