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Subject: The Future of Remote Work for Your Business

Remote and hybrid work were in practice long before the pandemic came into effect, just not as prevalent and it was very industry-specific. With advanced communications and expanded network opportunities, it was an easy compromise to make for exceptional cases. When 2020 came around, the rapid change to remote work was like a lightning strike to work as we know it.

In the nearly four years since, employers and businesses alike have been considering how their employees accomplish tasks and from where. There are dissenting opinions, for and against contingents have formed, and no easy answers are in sight. Why not? Because there's no uniform answer that will work best for everyone.

When considering what working model fits your business best, keep in mind:

- Account for your employees' [satisfaction](#) when making any changes. Look at it from both a human and a managerial perspective: Weigh productivity and satisfaction equally. Evaluate the system to determine what gets the job done by constructive, happy employees.
- Scalability and potential are important factors. [Hiring managers](#) have fewer restrictions on talent if geographic proximity isn't a deal breaker for incoming employees. Chances are your recruiting efforts will improve exponentially if you remove barriers for entry like mandatory in-office. Remember, remote work doesn't mean never meeting your employees – team-building and networking events are made more valuable if they don't involve people who meet daily and compromises can be made with a hybrid work model under the right circumstances.
- Thoroughly evaluate your communication infrastructure and how tasks are monitored. Is there an accountability system in place that relies heavily on watching people work and meeting check-ins? Some managers are reluctant to leave the office life behind because they're wary of unproductivity due to poor time management skills. The [American Time Use Survey](#) had some shocking insight into what workers did with the time they got back from their commute. Several businesses use data like this to back their return to office initiatives.

Between in-office, hybrid, and remote, there's no uniform choice that will work for every business. If you're torn between these options, don't let what experts and statisticians say dictate your decision. Instead, make it with in-house data. Business performance analytics like task turn-arounds, response times, and even surveys can shed light on productivity and performance health.

Even if you opt for a customized hybrid option for your workplace, it's likely that a few years of working remotely have taught you there are some improvements to be made. If you're looking to optimize your performance with a digital assessment and subsequent upgrade, Incyte is an ideal collaborator to evaluate your business's processes and give them the boost they need.

If you'd like more insight in how to start the process, reach out to Incyte today.

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