

# An Enduring Work Model

**While everyone hopes** that most effects of the COVID-19 pandemic will recede soon, a number of impacts specific to the world of work are more likely to continue. As the crisis persists, it has accelerated some significant organizational trends already in motion. One notable business trend is the increase in remote work models (in part or whole) for company workforces around the globe. While first necessitated by swift lockdowns and strict social distancing orders, virtual work appears poised to evolve to become a permanent reality of the post-pandemic workplace.

Experts representing many vantage points offer evidence supporting this idea. [Gartner](#), for example, predicts that in the future of work following the COVID crisis, almost half of employees will continue to work remotely. [The World Economic Forum](#) reveals that 98 percent of employees they surveyed would like to have this option “for the rest of their careers.” [Gallup](#) finds that, of U.S. workers currently still working remotely full-time, approximately two thirds would like to continue this arrangement. Many people have found the advantages outweigh the challenges: In [a recent article](#), 70 percent of U.S. employees surveyed by Nintex feel that working from home has resulted in better and more productive experiences than they anticipated. These range from eliminating their commute to spending more time with family.

From the employer perspective, [new PwC research](#) shows that 83 percent of U.S.

companies believe their move to remote work has been a success. Moving forward, they will need to determine which model will suit their operations and culture, with most respondents implying an inclination toward some form of hybrid arrangement. Also, [The Conference Board](#) finds that 88 percent of companies are open to hiring remote employees (compared to just 52 percent pre-pandemic). [Reuters](#) reports on Enterprise Technology Research suggesting the proportion of workers worldwide permanently working from home will double this year. It cites the productivity increase that occurred during the pandemic as one driving factor. And in an industry-focused analysis, [McKinsey](#) reveals that finance and insurance tops the list of sectors with the greatest potential for effectiveness with remote work.

Overall, the acknowledgment that a more lasting shift to remote has occurred makes it critical that companies take seriously the need to assess their workforce strategy going forward. To remain viable, organizations must adapt. They should take meaningful steps to support remote employees — as well as their managers — and position them for productivity and engagement over the long term.

Strengthen your remote teams and build long-term success with the [Remote PROductivity Toolkit](#).

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