# The Rise of the Remote Workplace

## HR tools for productivity, visibility, and connection

**NAKISA**

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# The Rise of Remote Work Culture

The 2020 trend towards remote work has arisen as a direct response to public health and safety concerns. Organizations around the world are being forced to rethink the traditional office setting and, in some cases, pivot to an entirely remote workforce while implementing business continuity plans.

Telecommunication, of course, was already gaining traction in contemporary business culture prior to 2020. This shift was driven both by advances in communication technology and by the workforce itself. As Millennial and Generation Z flood the workplace, they place an emphasis on work-life balance, and often expect flexible work options as standard practice. This is either as a full-time option or to allow for such circumstances as inclement weather, family obligations or health concerns.

## The Transition to Digital

Transitioning to managing a remote workforce requires efficient and secure project management technology capable of supporting employees' day-to-day functions and tracking employee productivity.

Another key element is mobile work tools that facilitate real-time collaboration and communication. This can include file-sharing tools like OpenOffice, Office 365, or OneDrive, communication essentials such as Microsoft Teams or Slack, and virtual conferencing tech like GoToWebinar or Zoom.

## Building a Virtual Company Culture

We know that remote employees rely on technology to accomplish their work and stay connected to their teams. But these tools can also help foster a company culture. Video chat, messaging, virtual company events, and even sharing the odd cat video can allow for genuine human connection among coworkers, as well as some much-needed levity. Take the time to reach out to your team on a human level and maintain those all-important connections.

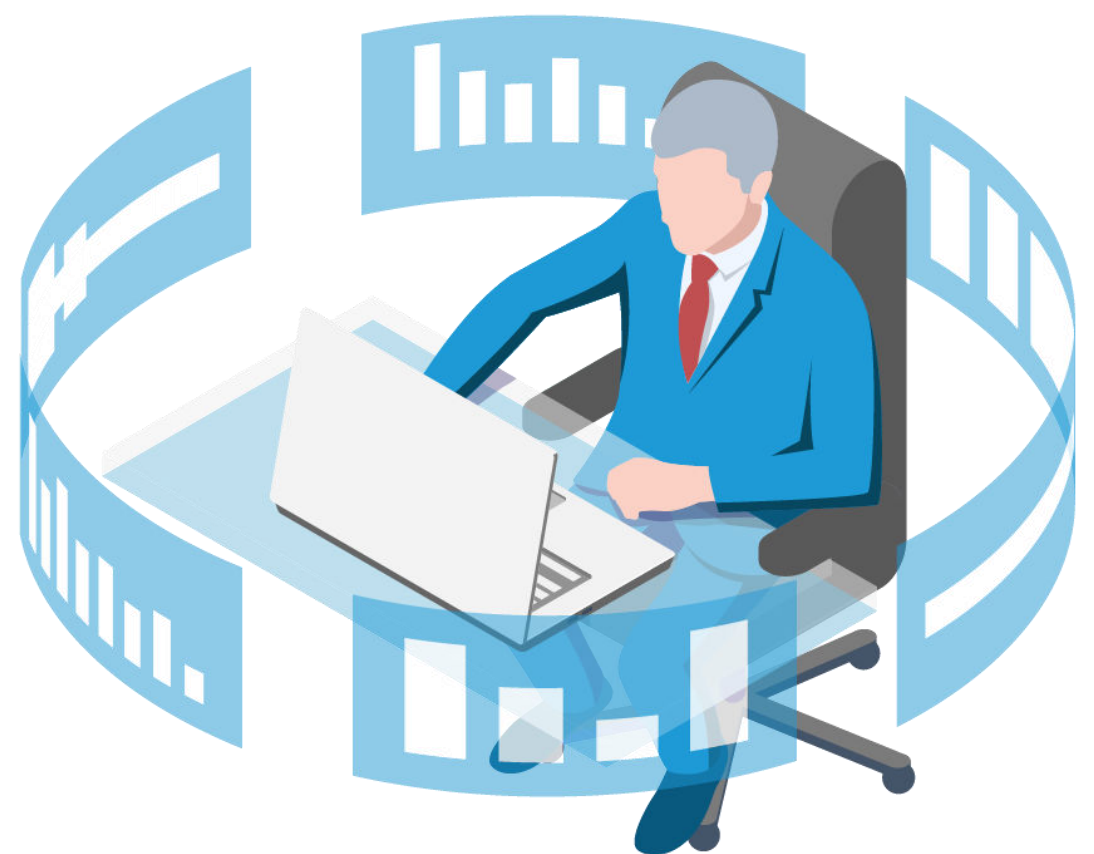**NAKISA**

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# HR & the Remote Workforce

Having the right technology in place to support employee productivity and team cohesion has never been more crucial. For Human Resources in particular, working with a remote workforce requires the appropriate tools to manage and support their organization. HR-specific tools should bring insight to the following:

- o Visualize remote and office-based workers

- o Seamlessly integrate all core HR systems for a single source of all people data

- o Visualize and analyze data through responsive dashboards to understand metrics around demographics and talent profiles

- o Increase employee engagement

Overall, a solution that provides global visibility, communication, people analytics, and the ability to reorganize the workforce as needed empowers HR and management with the tools they need to succeed. Nakisa Hanelly is one such tool.

Nakisa Hanelly allows you to run simulations on current and future scenarios to instantly determine the impact on salary, headcount, gender diversity, and more.

A universal tool for managing a dispersed workforce, Hanelly empowers businesses to remain both effective and sustainable.
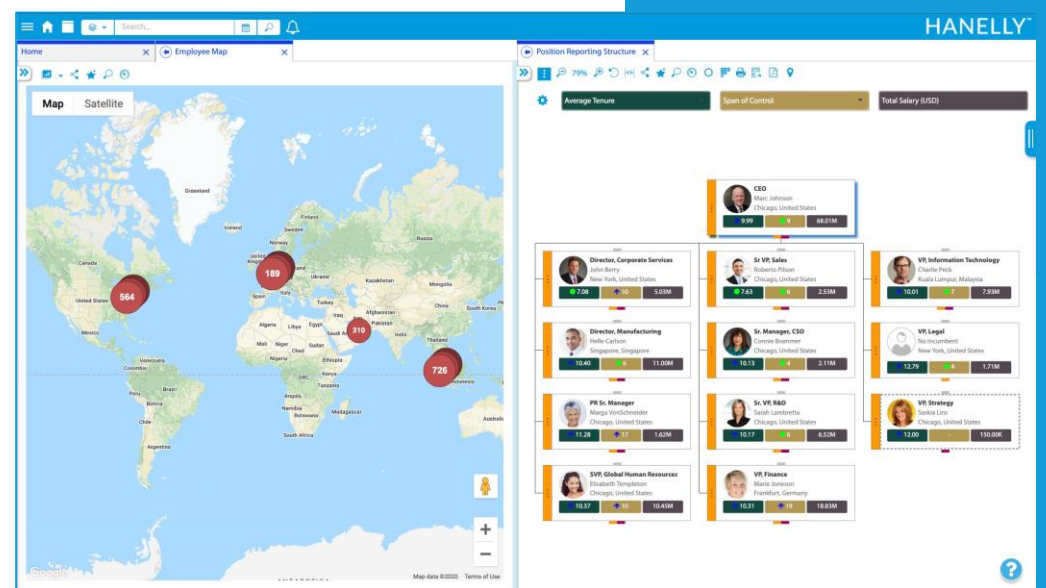
# Understanding How with Nakisa Hanelly

The importance of using visualization, communication, and reporting to enable global remote work has never been more crucial.
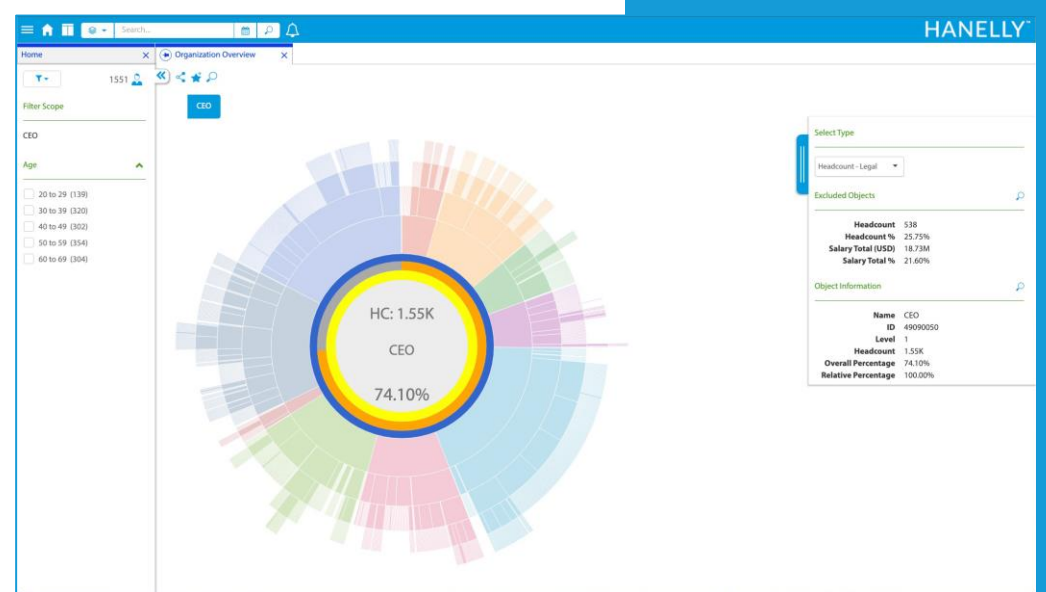
1. **Employee Mapping:**
   - Visualize the global org chart
   - Establish roles, responsibilities, and reporting structures
   - Create easy-to-visualize talent pools
   - Identify and locate managers and skilled workers
   - Identify remote, office-based, and part-time employees, even employees on leave
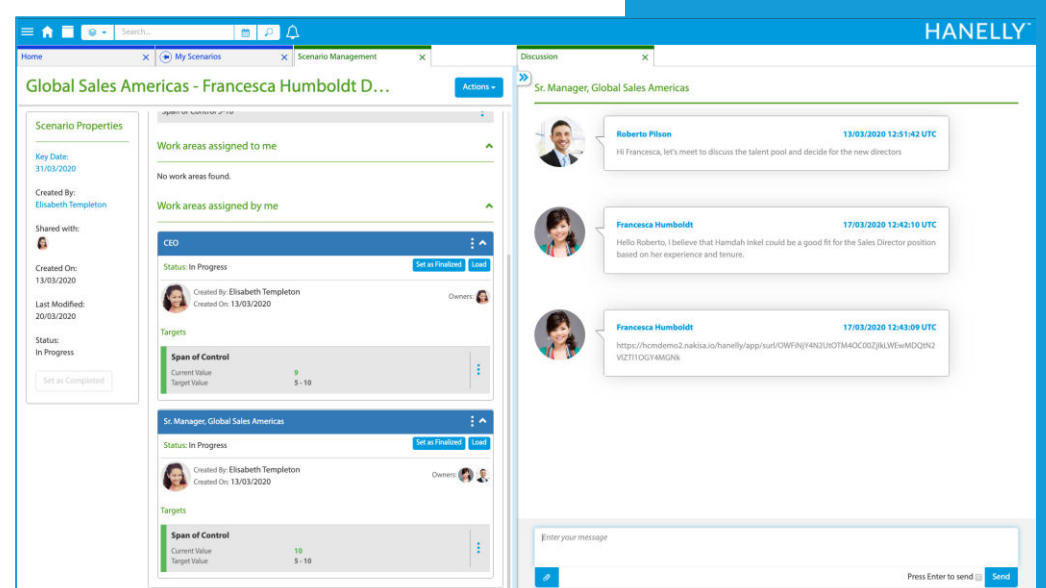
2. **Development:**
   - Track employee productivity and development
   - Clarify opportunities for growth
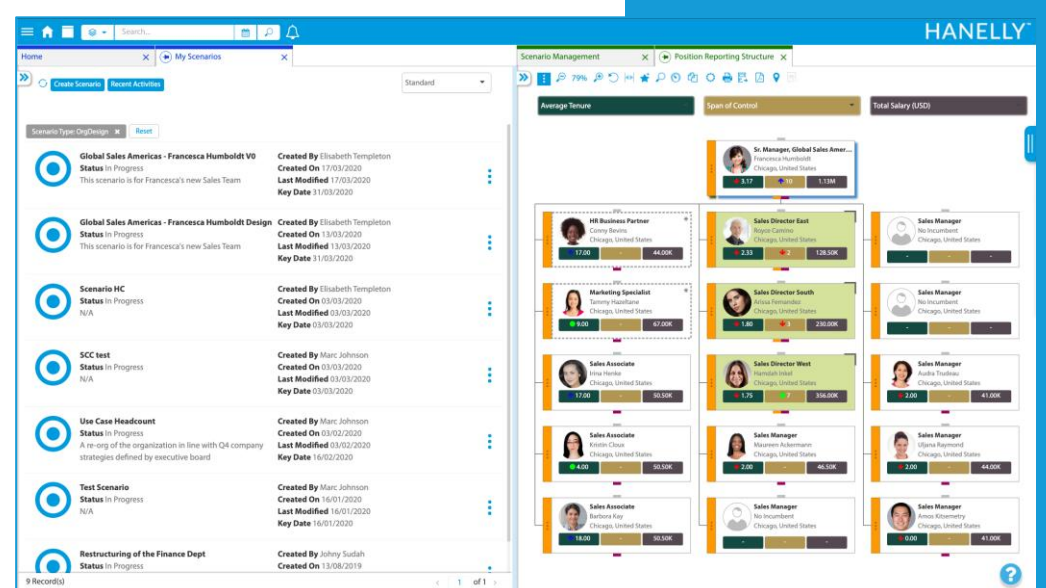   - Recognize contributions

3. **Communication:**
   - Support communication from dispersed locations
   - Support establishment of company culture
   - In solution networking and appreciation

4. **Security:**
   - Ensure the security of sensitive employee and company data

5. **Forecasting:**
   - Plan for future requirements
   - Plan for sustainability



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# The New Normal

Nakisa Hanelly provides the integration to all core HR systems and global visibility required to monitor productivity and enable success of the remote workforce.

Creating a secure environment to view all information, understand and evaluate decision-making based on accurate, up-to-date reports, and leveraging live data from your existing HCM solution, Nakisa Hanelly enables HR to function with the new normal for 2020.

Contact our team directly for more information on Nakisa Hanelly.

## About Us

A global leader in cloud business solutions for Organization Design and Accounting & Compliance, Nakisa delivers innovative, forward-thinking and robust human resource and financial management solutions that advance your business strategies.

## Contact Us

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