

# Remote working no longer a perk, but management practices need to keep pace with change



Distributed working practices—office, home, on the move or a hybrid—is here to stay. There are proven business and employee engagement benefits\*, but management styles and boardroom cultures need to be updated to enable and empower a distributed workforce, according to new survey\* of HR, IT and business decision makers within EMEA.

## Remote work is no longer a ‘perk’ but a ‘prerequisite’



Almost **2/3** (or **67%**)

Realize the benefits of remote work and can't go back to the way they worked before\*\*

**41%**

Increase in proportion of employees seeing remote work as a prerequisite following COVID-19

**53%**

Increase in proportion among Gen X employees

## Benefits of a distributed workforce



**76%**

Improved personal **connections** with colleagues



**68%**

Improved **stress levels**



**66%**

More **empowered** to speak up on video calls



**30%**

Report an increase in **morale\*\***



**67%**

Report an increase in **productivity\*\***

## ‘Line-of-sight’ management styles need to change to reflect that work no longer means in the office



Worry their team won't stay on task

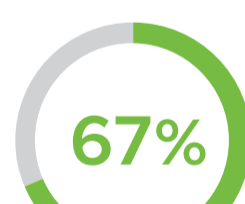


Feel boardroom culture discourages remote working\*\*



Over half feel more pressure to be online outside of normal work hours

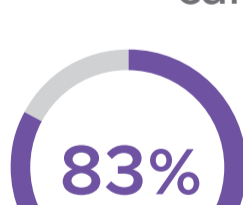
## But recruitment has been made easier



Say that recruitment of top-tier talent has been made easier



Minority candidates\*\*



Working parents\*\*



“ We are seeing the transition from a flexible workforce to a distributed one where location is no longer a barrier. But management practices also need to adapt when employees are not in line of sight. The digital workspace solutions that enable distributed workforces to be collaborative, engaged, visible and productive have already helped thousands of businesses and millions of employees—and VMware is continuing to innovate. ”

— KRISTINE DAHL STEIDEL  
VICE PRESIDENT EUC EMEA, VMWARE



For more information, please visit:  
[vmware.com/radius/workasyouare](https://vmware.com/radius/workasyouare)

\* The “The New Remote Work Era: Trends in the Distributed Workforce” report is based on a survey, sponsored by VMware, of 2,850 EMEA respondents (950 HR decision-makers, 950 IT decision-makers and 950 business decision-makers) across 12 countries—UK (600), France (450), Germany (450), Italy (150), Netherlands (150), Russia (150), Poland (150), Norway (150), Sweden (150), Spain (150), UAE (150) and Saudi Arabia (150). Vanson Bourne conducted the survey in June and July 2020.

\*\* Respondents from organizations with some form of active remote workforce during the peak of COVID19 in their country.