



Staffing and Remote Worker

UTA 2022



Agenda

- Introduction
- Current Environment
- Candidates
- Why Remote Work
- Tips for Engagement and Culture in a remote workforce
- Special thanks to BGSF for assistance with the content and survey data.
- Stop by their booth or visit them at www.bgsf.com





Introduction



- ▶ Ron Womble, IT Chief of Staff for Nashville Electric Service
 - ▶ rwomble@nespower.com
- ▶ Remote Work Environment
 - ▶ Pre-pandemic
 - ▶ Very limited
 - ▶ Limited eligibility
 - ▶ 1-2 days per week per eligible employee
 - ▶ Post Pandemic
 - ▶ >80% of IT Employees remote/hybrid
 - ▶ ~50% full time remote

“Culture eats strategy for lunch”

-Peter Drucker



Why are you tired after eating?

1. You drank alcohol with your meal.
2. Your meal was high in fat and carbs.
3. Certain hormones are being thrown out of whack.
4. You ate a pretty big lunch.
5. A hidden food tolerance could be to blame.
6. Your caffeine addiction isn't doing you any favors.
7. You may have an underlying condition.

Why are you tired after eating?

<https://www.drthomasvolck.com> > post > tired-after-eati...

[Why You Get Tired After Eating: Causes, Con](#)

Aug 15, 2021 — Why do you get tired after you eat? One of the reasons you get tired after eating is an imbalance in blood sugar, usually

<https://parahontano.com> tired-af...
[Tired After Eating? 9 Potent](#)

May 25, 2022 — We usually associate tiredness after your Thanksgiving meal d

Chole

<http://www.wm>
[Why do I feel](#)

Many people feel sleepy after eating. This is because of the rise in serotonin levels after a meal. Serotonin is a neurotransmitter that helps regulate sleep cycles. So, a rise in serotonin levels after a meal can lead to making you feel tired.

<https://www.livescience.com> > ... > Life

[Why do I feel sleepy after eating?](#) [Livescience](#)

Aug 26, 2022 — "Serotonin plays a critical role in regulating sleep cycles, and when levels rise after a meal it can lead to making you feel

<https://healthline.com> tired-eating...

[Why Do You Get Tired After Eating? – Cleveland Clinic](#)

May 20, 2022 — "Often, eating a meal rich in carbohydrates and protein, you get tired because you are consuming a lot of tryptophan from ..."

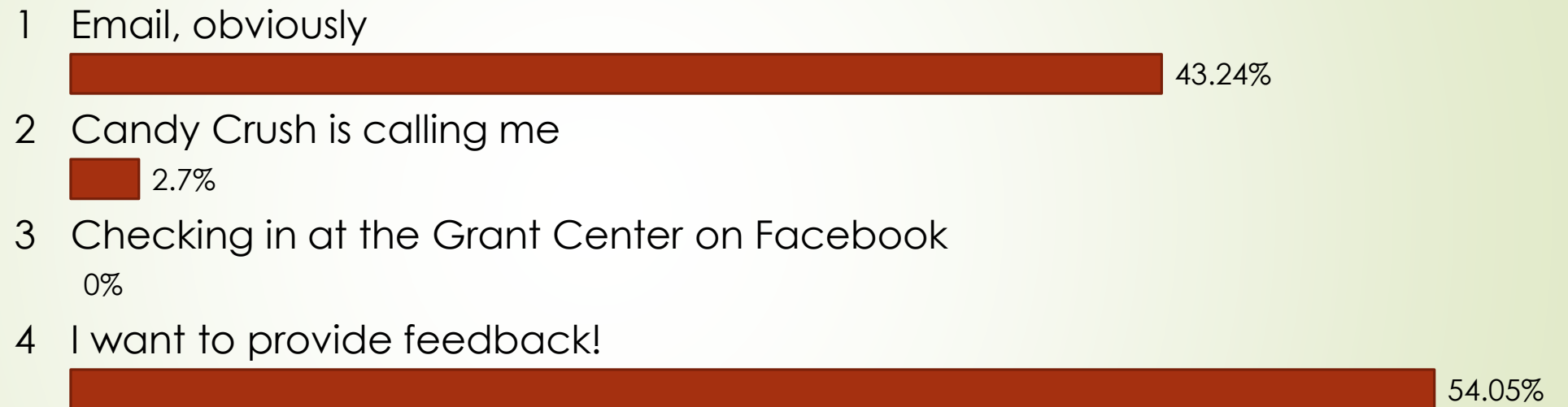
Melatonin
Cholesterol
Serotonin
Insulin
Glucose
Tryptophan
Insulin
Glucose
Insulin

This will be interactive

- Grab your phone or tablet
- Open your web browser
- In the address window go to:
vevox.app
- Enter Session ID: **137-338-164**
- Click **Join Session**



Why am logging on to my phone?



Current Environment*

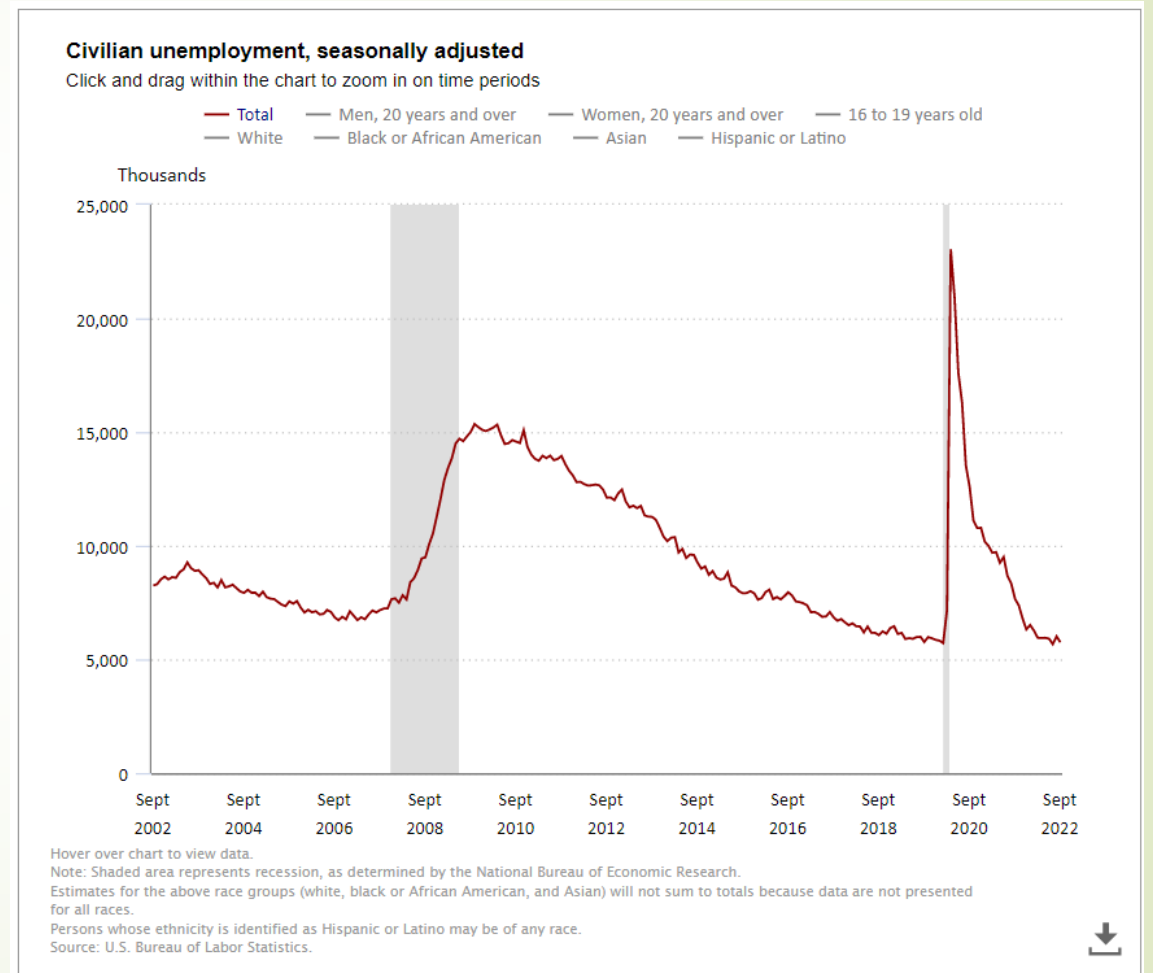
Unemployment Rate

- Nationally – 3.5%
- Tennessee – 3.4%
- Nashville, Tn – 3.1%

Open Jobs

- Nationally – 11.2 million
- TN – 291,000
- Nashville, Tn – 35,000

*July 2022



Quitter's Market

Many factors have led to the historic quits levels—the ongoing pandemic, vaccine mandates and a strong candidate's market are just some considerations that may be leading more workers to put in their notice. The last 10 months of 2021—since March—saw the largest exodus of employees on record. **Hover over each line to see more details about the year and how many workers quit each month.**

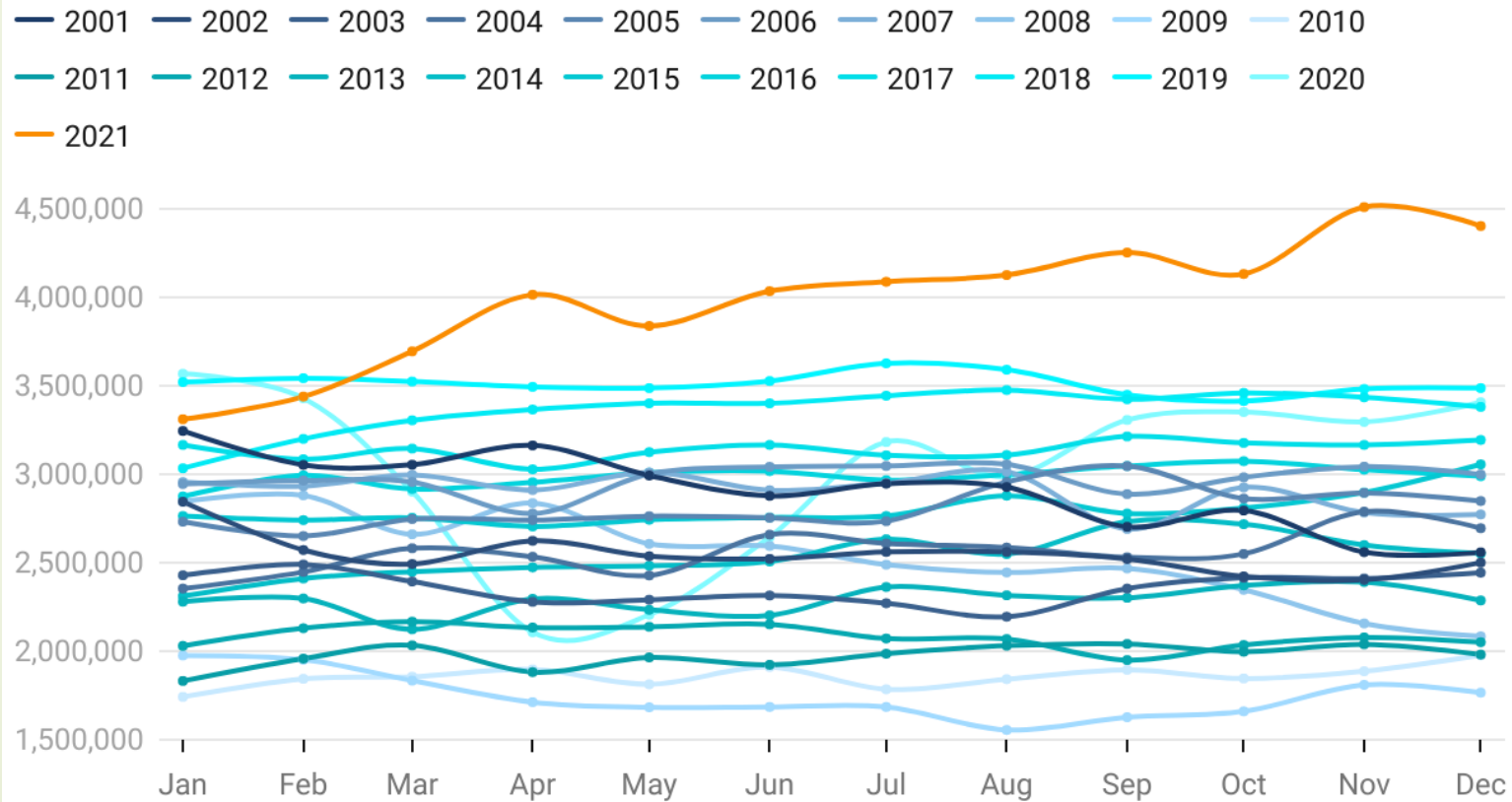


Chart: Mauro Whiteman • Source: U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey. • Created with Datawrapper

The Great Resignation

- Average of 4 Million employees/month in 2021¹
- 94% Do not regret leaving.²
- Continuing in 2022 with 31% looking for a new job.²
- Flexibility is key²
 - 37% of individual contributors left for a flexible work location, schedule, ability to work from home/anywhere.
 - 54% report flexibility as a top factor to stay at their company.

¹ Society for Human Resource Management, March 2022

² Conference Board, July 2022

Top reasons why U.S. workers left a job in 2021: Low pay, no advancement opportunities

Among those who quit a job at any point in 2021, % saying each was a ___ why they did so

	Major reason	Minor reason	Net
Pay was too low	37	26	63
No opportunities for advancement	33	30	63
Felt disrespected at work	35	21	57
Because of child care issues*	24	24	48
Not enough flexibility to choose when to put in hours	24	21	45
Benefits weren't good**	23	20	43
Wanted to relocate to a different area	22	13	35
Working too many hours	20	19	39
Working too few hours	16	14	30
Employer required a COVID-19 vaccine	8	10	18

*Among those with children younger than 18 living in the household.

**Question provided health insurance and paid time off as examples.

Note: Figures may not add to subtotals due to rounding.

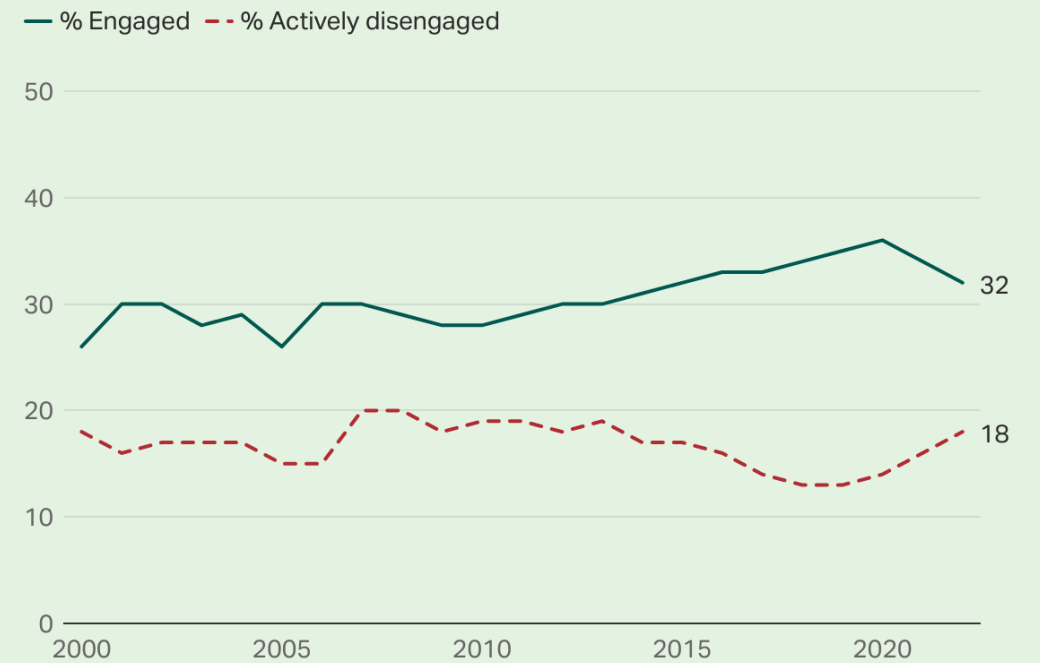
Source: Survey of U.S. adults conducted Feb. 7-13, 2022.

PEW RESEARCH CENTER

Quiet Quitting

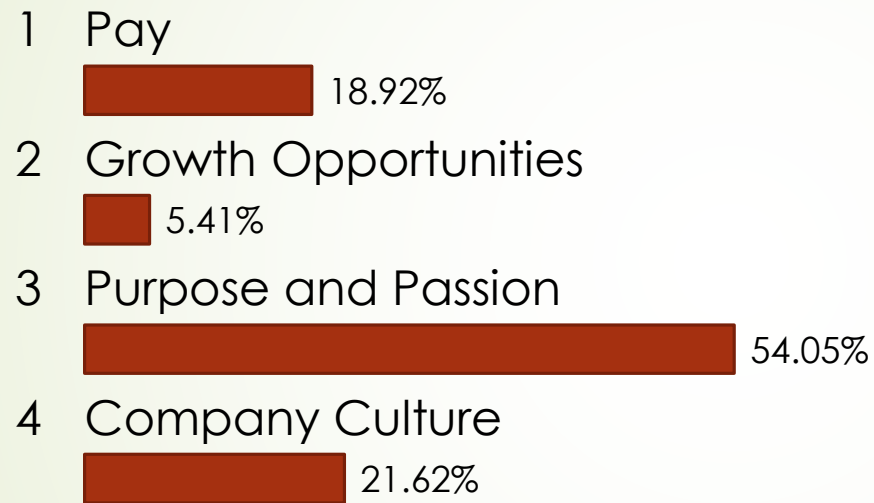
- Remaining in your job without going above and beyond.
- Is it real?
 - TikTok trend?
 - Just called a job?
 - New Vocabulary?
- Reflection of Employee Engagement
 - Employee Engagement at 32%
 - Actively Disengaged has increased 18%

U.S. Employee Engagement Trend, Annual Averages

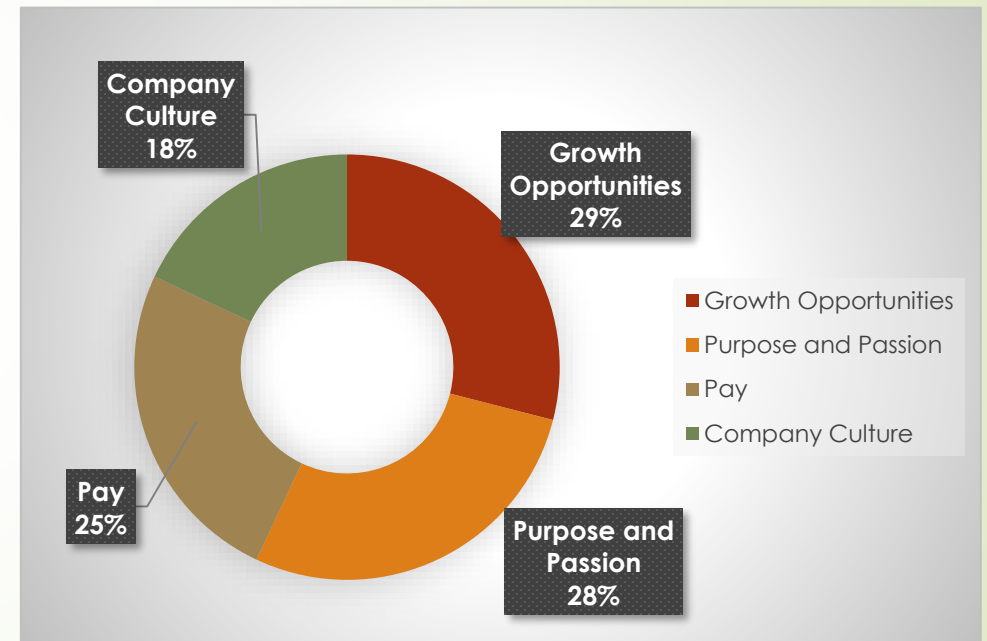


GALLUP®

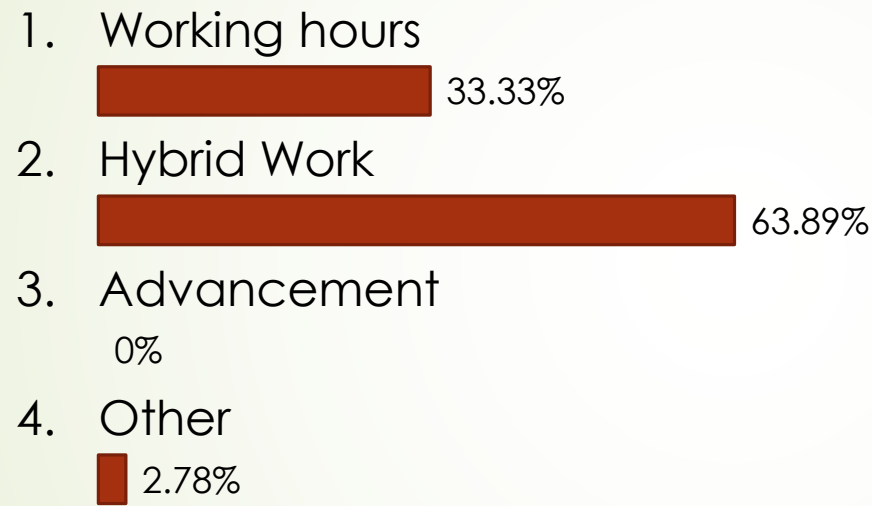
What matters most to you at work?



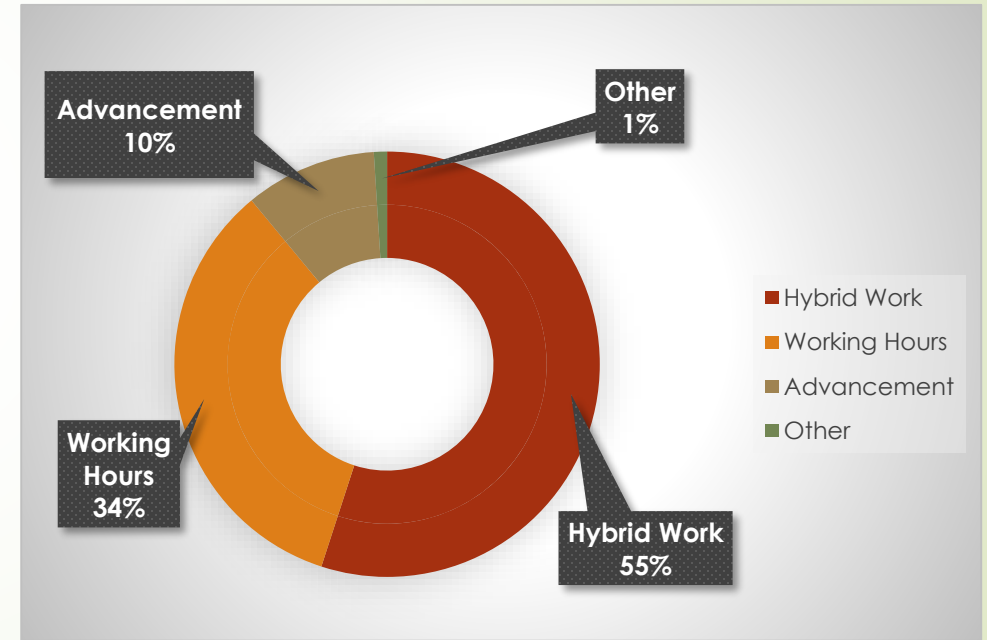
What did respondents say?



What does flexibility mean to you?

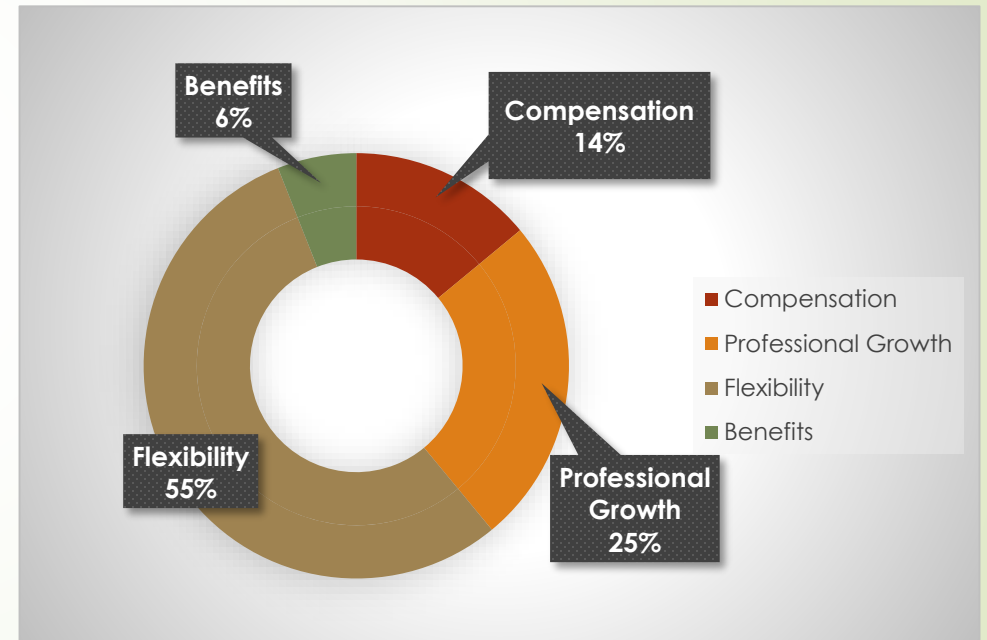
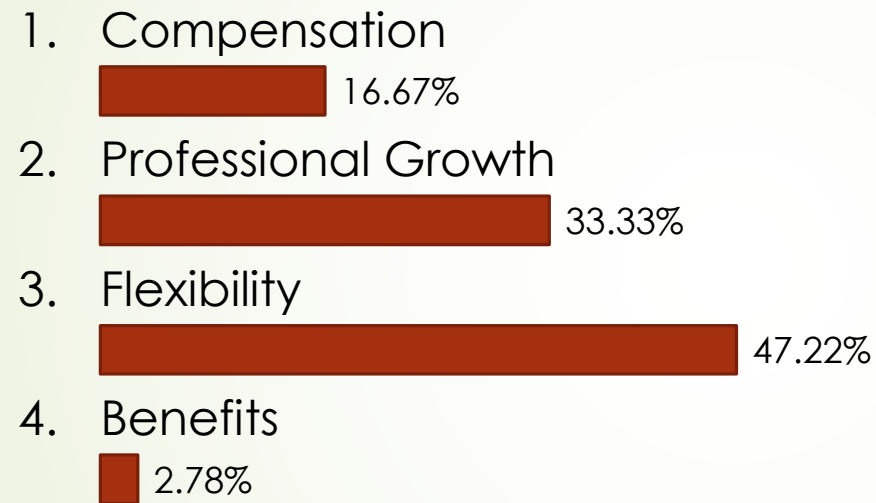


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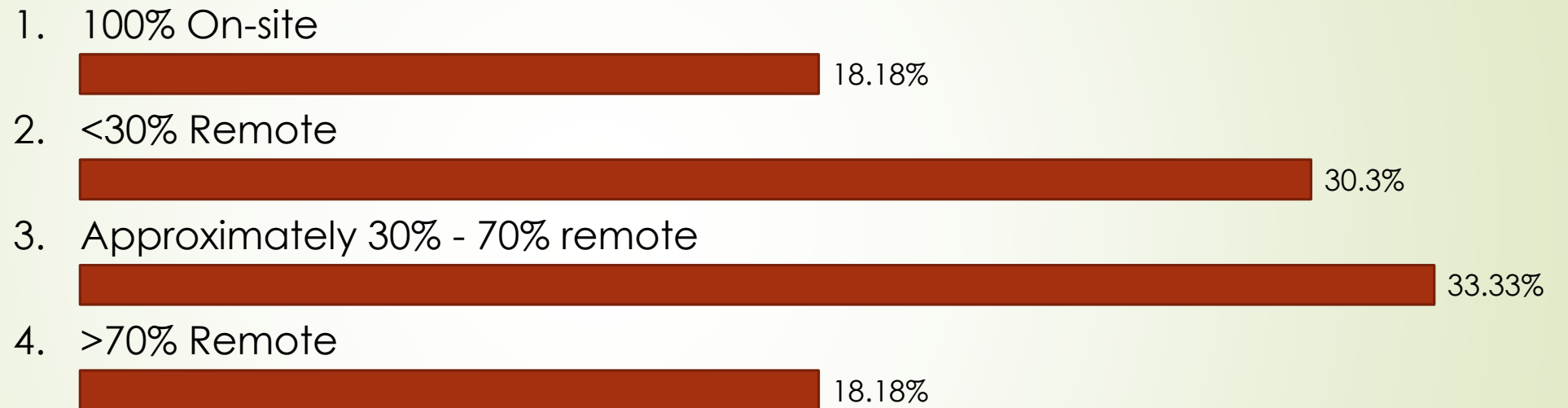


What is the leading factor in re-evaluating your career goals?

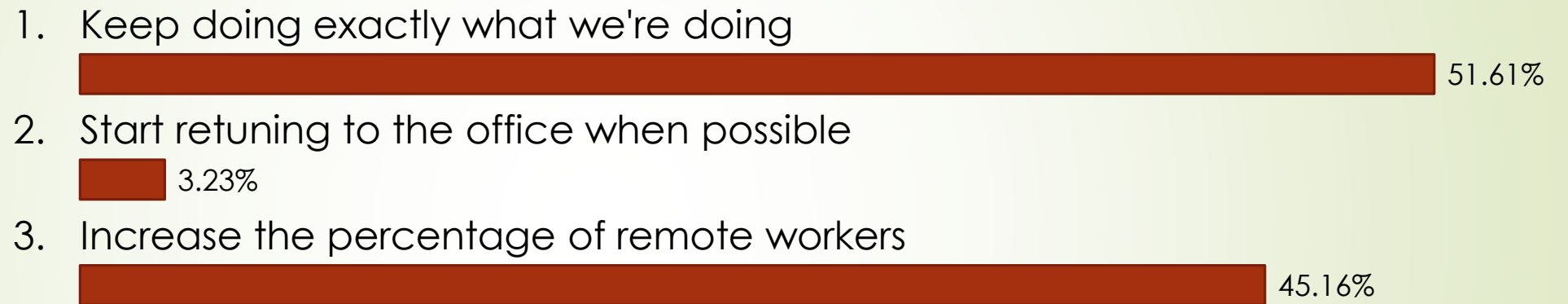
What did respondents say?



What percentage of your workforce is currently remote?



What are your plans for remote work in the future?



Why Allow Remote Work?



- Improves work-life balance
- Increases productivity
- Improves Employee Retention
- Lowers cost
- Broader Talent Pool
- Increases technology adoption



Interaction
and
Integration

Successful Employee Engagement
Starts with a Remote Work Plan

Policy and
Expectations



Successful Remote Work

- Policy

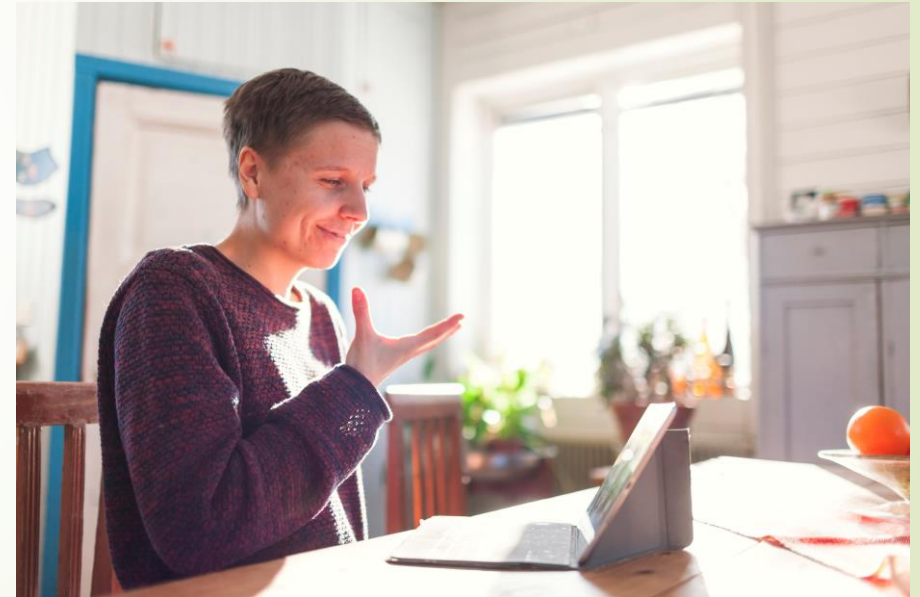
- Who is eligible
 - Revocation
- Designated Workspace
- Work hours
- Equipment and Bandwidth
- Security
- Outages / issues

- Set Clear Expectations

- Availability
- Communication
- Productivity
- Quality

Successful Remote Work

- ▶ Tools and Resources
 - ▶ Equipment - Company owned or BYOD
 - ▶ Seamless access to files and resources
 - ▶ Access to support
 - ▶ Collaboration tools
 - ▶ Video conferencing
- ▶ Training
 - ▶ Managers
 - ▶ Team
 - ▶ Local





Engagement



- ▶ Begin at Recruitment
 - ▶ Communicate: Mission, Vision, and Values
 - ▶ What is important to your organization?
- ▶ Ask employees
- ▶ Pulse Surveys
- ▶ Pair Up with another employee
- ▶ Skip level meetings
- ▶ Remote work creates a lack of organic exposure
- ▶ Find intentional ways to stay connected
- ▶ Build in social time
- ▶ Create rituals regardless of location
 - ▶ Annual meetings
 - ▶ Quarterly Meetings
 - ▶ More frequent check ins



Engagement

- Recognition
 - Formal
 - Informal
 - Celebrate the victories –large and small
- Allow for in-office work
- The New KPI
 - Keep people interested
 - Keep people informed
 - Keep people involved
 - Keep people inspired

Thank you!

