# Boosting people-first productivity

## BEING FLEXIBLE AND CONSIDERATE IS KEY

While hybrid work has become the norm, keeping your employees productive and engaged isn't just about allowing them to work from home. You need to have a solid understanding of what your people are doing day to day. This will help you provide them with the tools and solutions they need to be at their best wherever they work.

So, how well do you understand how your teams get work done? Do you know how data is captured, shared, and managed across the organization? How does IT enable and manage devices, technology and software across the organization? You need to ensure that all these processes remain collaborative, organized, and secure, every step of the way, no matter how many individuals, teams and locations are involved.

**60%** of employees say they want flexibility in where and when they work[1]

**77%** of employees prefer a hybrid work model[1]

# Tailoring technology to need

Today, there is no longer a standardized or 'typical' way of working. It's important to recognize that every employee's IT requirements are different—and that it's imperative to better match the technology to suit these individual needs.

Start by considering the diverse working personas that typically exist across most organizations and then build from there.

### SENIOR LINE OF BUSINESS
(Executives, Sales, Managers)

"I not only need to be productive everywhere, but I also need to easily transition from one location to the next. And whether I'm at home or on the road, I need secure access to my critical information. As a leader, I need to be assured of a realistic and commanding presence during video calls with colleagues or customers."

### POWER USERS (Data scientists, Engineers, Product developers, Extreme creative pros)

"I'm passionate about my job, mentally stimulated by demanding tasks in fast-paced environments and want to always deliver stellar results. I need real computing power for the massive amounts of data and files I work with, along with tools like head-phones and a multi-monitor setup so I can stay in the flow when hunkering down."

### FRONT LINE WORKERS
(Service & Support)

"I am on the go a lot, engaging with customers either through direct selling or by supporting the sales process. Through my customer interactions, I often deal with confidential, sensitive information specific to company clients and our organization. I need secure and quick access to customer information."
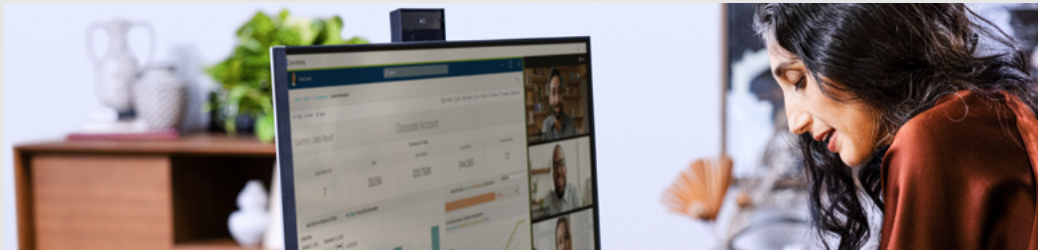
### DEPARTMENT (Finance, Marketing, Legal, IT)

"My responsibilities include managing large documents and spreadsheets with meeting-ready features, and working with stakeholders across the organization. But increasingly, unless I need specific access to systems or equipment, I can be productive from anywhere.

### ADMINISTRATION

"My role involves dealing with critical processes and tasks that keep the organization moving forward. Efficiency, accuracy and compliance are important as others depend on me getting my work done, so flexible working can certainly pose challenges."

# Ensuring seamless work across teams and locations

Technology has a massive role to play in ensuring your distributed workforce stays productive. IT leaders are all too familiar with the challenges of ensuring that information flows effortlessly across the organization. Nothing should stand in the way of teams working together to get their work done. Technology must blend seamlessly into the background and be a catalyst for excellence every day, everywhere.

# Monitoring employee well-being

While hybrid work offers many benefits, one of the biggest challenges is digital overload. This happens when boundaries between office and home become blurred—and longer hours get logged. Endless meetings, back-to-back video conference calls, and hours upon hours of screen time have resulted in employees feeling fatigued and overwhelmed. Switching off is a challenge when your home is also your office.

Enabling employees to work flexibly with the right technology is essential but you must also push them to set boundaries. 39% of workers feel it's harder to focus on a task now , so make sure they know that 'always-on' is not always the best answer. Set reasonable expectations, keep lines of communication open, and encourage everyone to watch out for each other. It's one of the best ways to keep a pulse on employee engagement and sentiment when your workforce is distributed.

# Some questions to think about when enhancing productivity through mindfulness:

☐ Have I assessed the hybrid work needs of my employees?

☐ How are my technology solutions addressing these needs?

☐ Have I put a process in place to manage digital overload?

## With HP's devices, solutions and expertise, you can ready your workforce and your organization to thrive in a hybrid work world.

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