

FortressAS Home Advisory





INTRODUCTION

Every global crisis leaves a legacy. Some of the changes will be short term, surviving only as long as the collective memory. Some of the changes will be localised and related to specific traumatic or heroic events. But many changes will be long-term and structural, impacting both how we live our lives and how business is done. One of those structural changes is looking very likely to be harnessing the value from a remote workforce for growth and competitive advantage.

As the acute phase of the COVID-19 pandemic ebbs away, organisations are now setting their strategies for the “new-norm”. Although not all changes will be fully realized until after the pandemic, some are already evident. Travel restrictions and social distancing have forced people to work from home and during the pandemic we have seen an explosion of innovation around virtual meetings and knowledge sharing.

At FortressAS we understand not simply the technology of remote working but also how to build competitive advantage and growth through how people work and interact with each other and how they are managed to help you harness the full benefits of your remote workforce.

So, with the expectation that few workers will make the return to the office in 2020, and with the benefits of making it a permanent feature we must look more closely at home working conditions to reduce the risk to our employees and our companies.





THE FortressAS HOME ADVISORY VALUE

Successful remote workforces think differently about technology, information and personal interactions to boost productivity, increase retention, strengthen organisational commitment, and vperformance.

Their managers and leaders also think differently – they focus on outputs rather than processes and promote trust and cohesion through strength of character.

Advances in ICT in the past few decades have successfully overcome many of the spatial and temporal barriers of a remote workforce. Therefore, in theory, anyone can work from anywhere at any time and organisations can reap the benefits such as: being able to spread human capital across time zones, not being constrained by geography or accessibility in their search for talent and a reduced carbon footprint.

However, despite these clear individual and organisational benefits, the wholesale take-up of remote working has hitherto remained atypical.

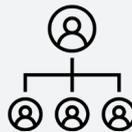
THE BENEFITS OF FortressAS HOME - ADVISORY

Benefits:

Work life balance,
flexibility, productivity,
reduced travel



Human capital spread
across time zones |
No geography
constraints for talent



Productivity, Skills
retention, Organizational
Commitment,
Performance, Resilience



Restraining Forces:

Life situations,
personal preference,
home distractions,
health & safety

Legal frameworks,
managing different
time zones, increased
communication

Culture, security,
management
competence,
leadership bias

HARNESS THE VALUE OF YOUR REMOTE WORKFORCE

Here's how:

PEOPLE



We work with your remote workers to understand their individual remote working challenges, for example, children or dependents at home, lack of appropriate space or security concerns and help them create the environment and routine that they need to perform at their best.



We work with your managers and train them in the art and science of remote workforce management. Ranging from managing for results as opposed to process adherence and communication skills to recruitment and selection to maximize the freedoms of no geographic boundaries and time zones.

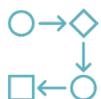


Our Executive Coaches work with your leadership to help them develop the skills and behaviours needed to inspire trust and teamwork toward common goals, boost individual and organizational productivity at the same time as finding the time to talk to team members individually creating a human and social context to the work.

PROCESS



We work with your HR, Legal and Occupational Health & Safety teams to define policies and rules that work for both employees and the business.



We work with your operations teams to design process flows that optimize the benefits of your remote workforce.

TECHNOLOGY



We help you design and implement a fully resilient ICT system with built-in disaster recovery that connects your people with the communication and collaboration tools that they need.



Our ergonomists and occupational health specialists help your design your workspaces to not just meet compliance standards but be a professional reflection of your business.



Our cyber security and resilience experts ensure that your working environment is protected against attack.

READY TO FIND OUT MORE ABOUT HOW FORTRESSAS CAN HELP YOU HARNESS THE VALUE OF YOUR REMOTE WORKFORCE?

Contact us to book a consultation with one of our remote workforce experts.



ABOUT FortressAS AVAILABILITY SERVICES

Fortress Availability Services Limited (FortressAS), CIR Specialist Provider of the Year 2019, was formed specifically to answer the Cyber and Operational Risk and Resilience needs of modern businesses.

FortressAS delivers value through its innovative and flexible security, resiliency and recovery services and supports many banks, asset managers and insurers.

Customer satisfaction is the driving force behind the FortressAS team's work, and our winning entry to CIR Specialist Provider of the Year 2019 was as a result of Customer commendations.

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