

What's next for remote working?

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Promoting a more inclusive workplace



Growing the talent pipeline



Strategies for sourcing talent

- 1 Upskilling employees
- 2 Offering flexible working
- 3 Augmenting activities with new technologies

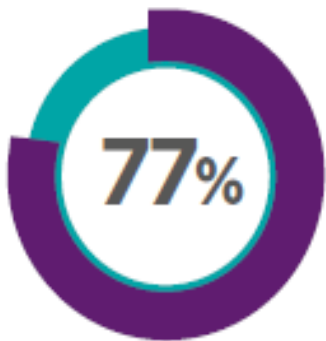


Remote and flexible working

Key drivers of remote working

- 73% experienced increase in requests for remote working

- 70% made it available less than 10% of time

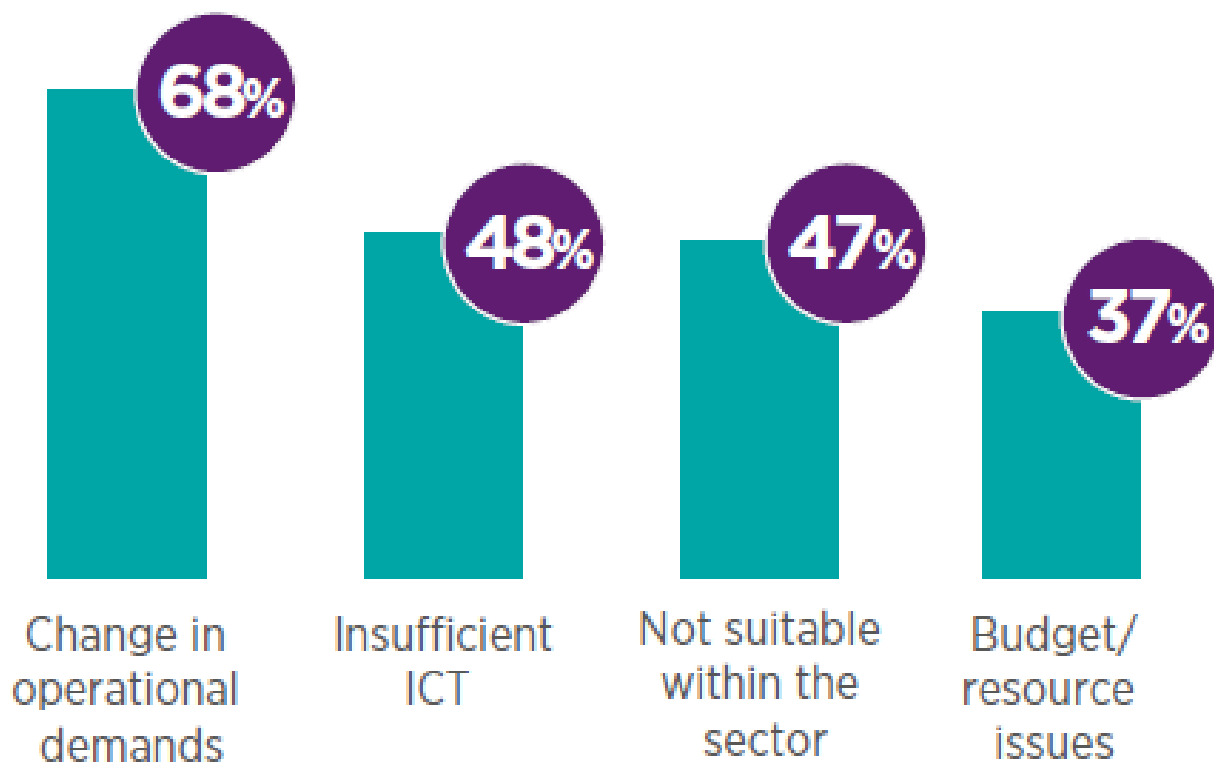


Commuter times



Strategy for attracting and retaining talent

Operational barriers to remote and flexible working



Attitudinal barriers to remote and flexible working

69%

Lack of visible support from senior leaders

69%

Lack of buy in from line managers

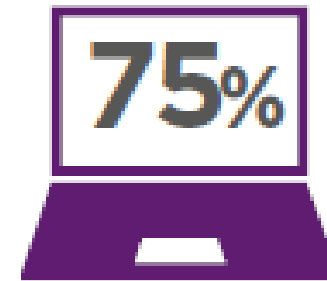
51%

Perceived negative outcomes eg lack of promotion or negative co-worker attitudes

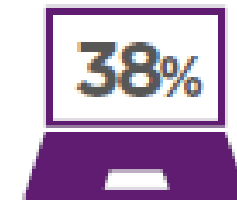


Factors supporting remote working

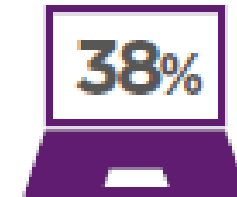
Organisation technology



Managers are supported to manage remote working



HR provides guidance to employees and managers on remote working



Today's panel

- **Sharon Whitehead, Group Chief HR Officer, Smurfit Kappa**
- **Niall Eyre, HR and Transformation Executive**
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