

# ICMIF HR Forum

October 2024



Fostering Workplace  
Culture in a Remote First  
Environment

WE ARE  
INDIVIDUALS. TOGETHER.



#CommonwellCrew

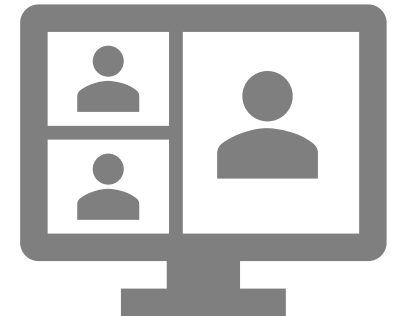
# Remote First Environment

## What Does This Mean For The Commonwell?

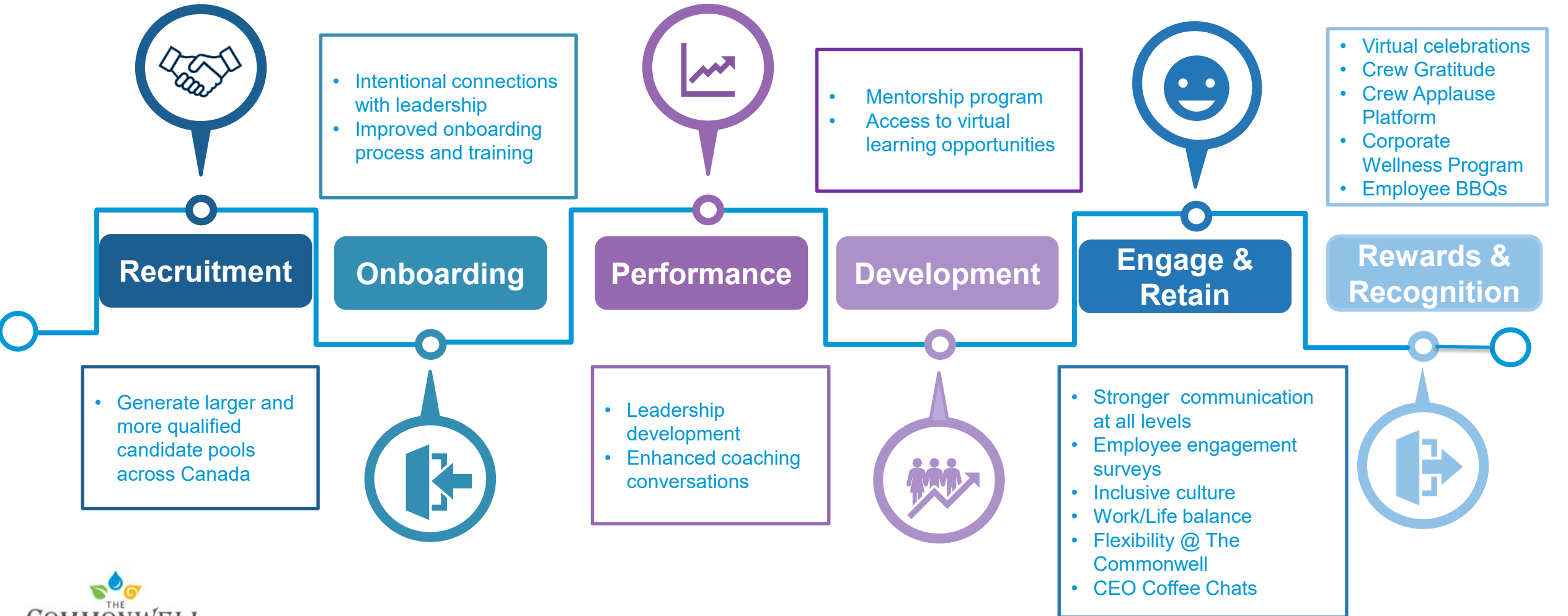
- Remote work is the primary option for employees
- Hoteling stations and rooms can be utilized for those who would like to visit one of the offices, or for teams who wish to meet in-person

## What Does This Look Like?

- Nearly all employees prefer to remain remote even with the option to work in an office
- Most departments meet in-person once a year
- Company engagement events happen virtually bi-monthly, with one larger in-person event in the Fall



# Embedding Culture into Employee Journey



# Benefits Abound

- Increased employee engagement scores
- Increased employee wellbeing
- Increased flexibility to better support Members
- Increased employee connections across the business
- Increased diversity and inclusion
- Increased talent attraction

*Nearly two thirds of employees report they work best in a remote environment and report higher feelings of inclusion versus on-site.*

*- Source: Gartner*

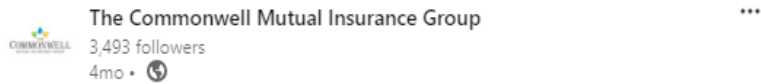


*High performing employees report a 16% lower intent to stay in the face of on-site work requirements.*

*- Source: Gartner*

# Talent Attraction

Earlier this year we rolled out a 'Remote First' candidate campaign on socials that proved incredibly attractive to perspective employees. Here are some examples:



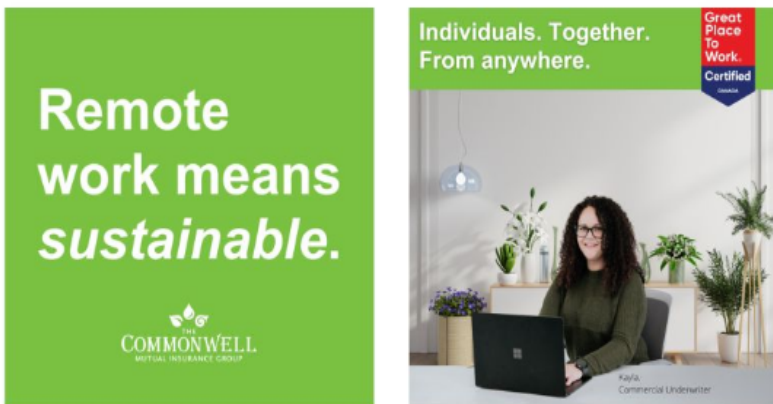
Maybe it is easy being green. With a short commute between your kitchen and your home office, remote work helps the environment through:

🌍 Fewer daily commutes, translating to less traffic congestion and lower carbon emissions, contributing to a healthier planet.

📄 Remote work encourages digital documentation and online collaboration, minimizing the need for paper, and promoting a more sustainable approach to business operations.

🚗 Cutting out daily commutes can reduce stress and burnout, fostering a healthier work-life balance for sustained wellbeing.

View multiple opportunities and apply here: <https://lnkd.in/ecErs8P9>



...."Levels the playing field"..... let me explain a bit more...

Our teams were spread across four locations. At times, this created a sense of disconnection and separation. Working collaboratively across departments was a bit disjointed with people in multiple locations.... making it harder to connect and, at minimum, requiring extra travel and coordination.

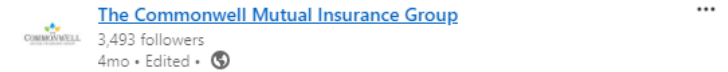
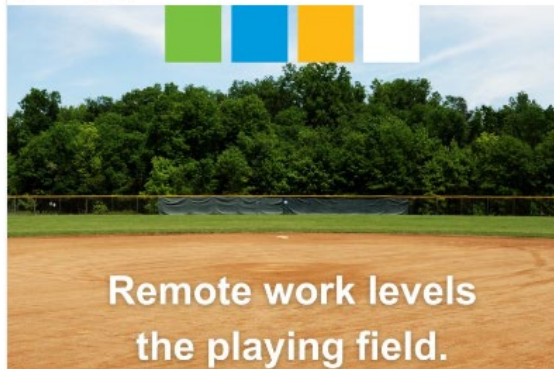
Fast forward to today.... Our teams are now working remotely - we're all in the same game. We've successfully moved out of the 'way we used to do things' and into a new way of common experience. We can all be together at the same time, in the same virtual place.

Need to book a spontaneous meeting? Pivot in an instance without the hassle of trying to get everyone to a physical location.

When a snow day hits and all the kids are at home, our teams can still get their work done because they don't have to worry about leaving the house.

"Remote" levels the playing field, giving us the flexibility to balance work and life, whatever that looks like for our people.

I am thankful for the technology and ability to work remotely and be more effective in all aspects of our lives. It helps level our individual lives.... not just the playing field.



It's a myth that working from home makes your contributions less visible. We've created an environment where Crew Members can expand their horizons while working wherever suits them best.

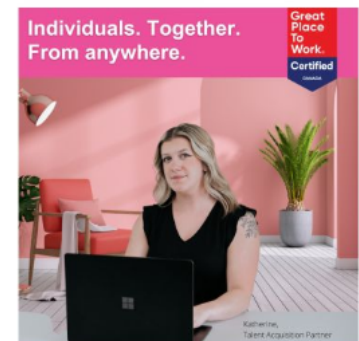
Since becoming remote-first, Commonwell Crew Members have had more internal opportunities than ever before. That means that while working from home, employees have been:

- Promoted or seconded into new roles within and across departments
- 👤 Participating on project teams and committees
- 📚 Offered training and development opportunities
- 👥 Leading and participating in Employee Resource Groups

Remote at The Commonwell is simply the 'How'. 'What' we do is protect our Members. And that's what matters most.

Come grow with us!

Visit <https://lnkd.in/e2igCBfz> to view open roles.





# Key Takeaways

1

Do what is best for your organization – don't lose great people

2

Promote cross functional connections

3

Communicate, communicate and communicate even more

4

Seek employee feedback

5

Leverage flexibility to support both employees and members



Questions?

