



# Power UP

## Resource Management for the Remote Workforce

March 2, 2022

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# RMI Mission

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The RMI is dedicated to the advancement of resource and workforce management thought leadership, best practices and standards, globally recognized credentials that certify resource and workforce management expertise, and tools and resources necessary for effective and efficient management of human capital intensive businesses.

[www.resourcemanagementinstitute.com](http://www.resourcemanagementinstitute.com)

## We provide our members:

- Best practice definition and development
- [Market research and white papers](#)
- Training and education
- [Industry collaboration/events](#)

# **Resource Management for the Remote Workforce**

# Session Abstract

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The pandemic pushed most of us to a remote workforce model, and post pandemic, companies are grappling with the strategic implications of keeping the workforce remote, going back to work at the office, or some form of hybrid model.

Given the nascent nature of what has transpired, the existence of best practices in this regard are still being evaluated as companies balance cost with employee wants and needs, productivity impacts (positive and negative) and more.

# Industry Perspectives

## You may get more work done at home. But you'd have better ideas at the office.

Innovation – and productivity – would suffer if remote work became permanent for most employees

– Washington Post  
September 24, 2021

The office is here to stay, but its role is set to change. Less than one in five executives say they want to return to the office as it was pre-pandemic. The rest are grappling with how widely to extend remote work options, with just 13% of executives prepared to let go of the office for good. Meanwhile, 87% of employees say the office is important for collaborating with team members and building relationships – their top-rated needs for the office.

– PWC  
January 12, 2021

## Study shows workers split on benefits of remote work vs. on-site

Hybrid workers saw the most benefits in terms of work culture, according to a survey done by ADP Research Institute

August 11, 2021

SHRM (the Society for Human Resource Management) released new research today that reveals negative perceptions of remote work, with supervisors expressing a preference for onsite staffing and remote workers expressing reservations about losing opportunities for networking and logging more hours.

More than two thirds of supervisors of remote workers surveyed by SHRM, or 67 percent, admit to considering remote workers more easily replaceable than onsite workers at their organization, 62 percent believe full-time remote work is detrimental to employees' career objectives and 72 percent say they would prefer all of their subordinates to be working in the office.

July 26, 2021

**A**s organizations look to the postpandemic future, many are planning a hybrid virtual model that combines remote work with time in the office. This sensible decision follows solid productivity increases during the pandemic.

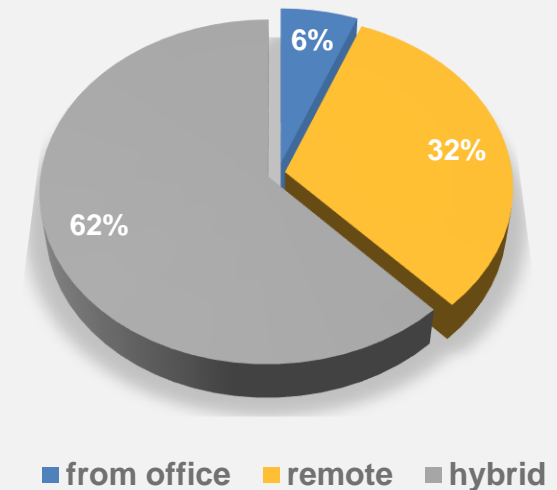
– McKinsey  
May 17, 2021

# RMI Perspectives

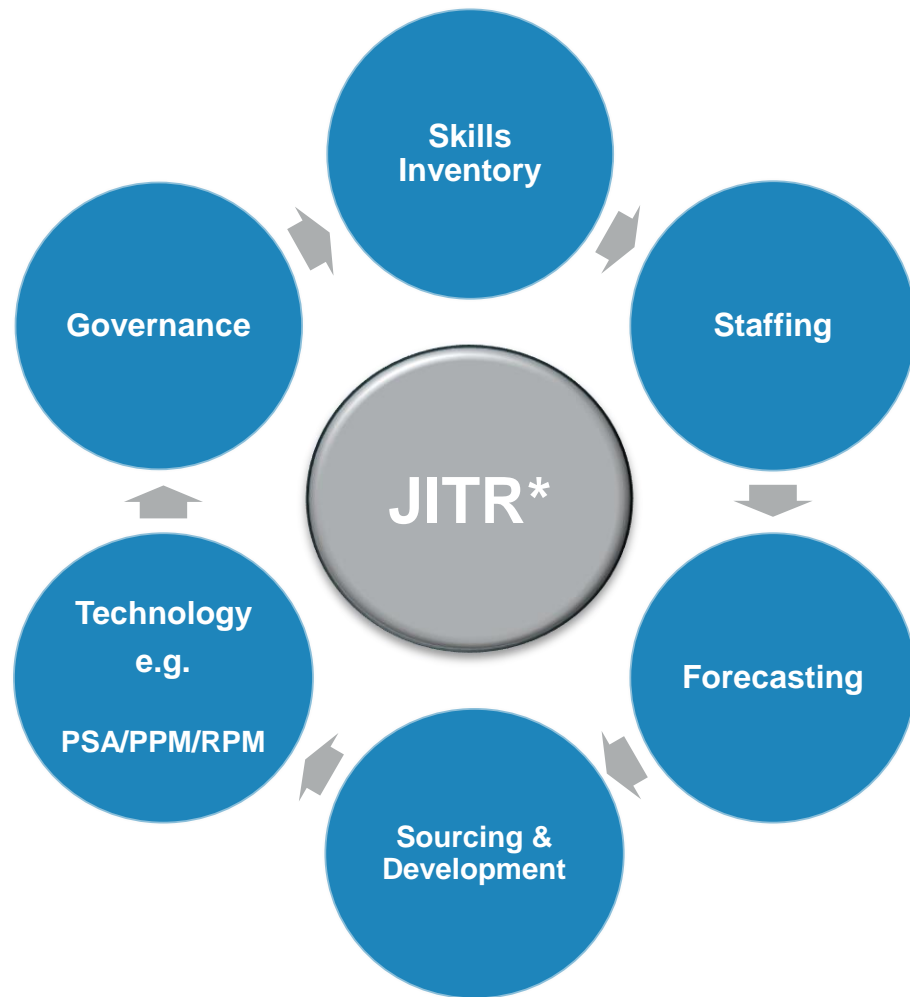
- The pandemic was a clear disruptor to the 'work at the office' paradigm
- But not all employees want to work remotely
- Today's environment provides an opportunity to experiment
- Remote work has pros and cons, and those may differ between employee and employee
- Many companies were not prepared technologically to support a much larger remote workforce
- Geographic disruption has begun – people moving to lower cost cities enabled by work location flexibility
- The trend to more remote workers tests the RM/WFM processes you have established

## RMI SURVEY:

For work at home vs. office, going forward our company will be working:



# RMI Perspectives



\*Just-in-Time Resourcing®

The JITR Framework can be a helpful planning tool.

Walk around the wheel and ask yourself what needs to change to better adapt to a larger remote workforce.

# Perspectives from the Cincinnati Insurance Companies and Esri



# GUEST SPEAKERS



**MICHAEL LANE**

IT Director Resource Management  
The Cincinnati Insurance Company



**JODI WARD**

Manager, Resource Management Office  
Esri Professional Services

# RMI Upcoming Events and Training

# Third Annual Resource Management Global Symposium

**April 28-29, 2022: Dallas, TX**  
**“Future Proofing Resource Management”**



**Learn. Collaborate. Innovate.**

[www.resourcemanagementinstitute.com/symposium](http://www.resourcemanagementinstitute.com/symposium)

Expert and peer company speakers, and **1.5 days** full of informative topics to choose from

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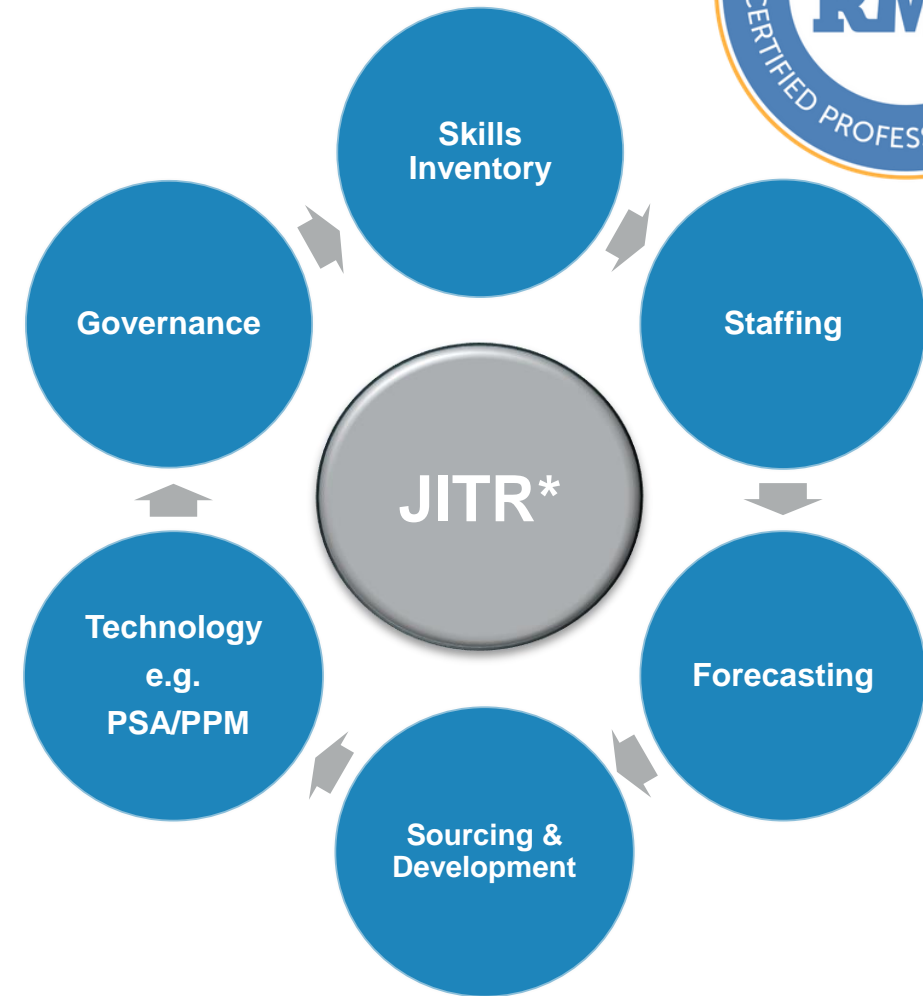


# RMCP® Overview



- Prerequisite study
- 3-day classroom, 6-week online instructor led sessions (2 hrs. each), and on-demand format
- Interactive lectures, case study workshops
- Certification exam
- Re-certification process

- Pricing\*:
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  - \$1,895/person online
  - \$1,795/person on-demand
- Student pays travel expenses
- Materials and testing fee included



Just-in-Time Resourcing® (JITR)

\*Price subject to change. Volume pricing available upon request.

# Upcoming RMCP® Programs

## In-Person RMCP

- **April 25-27, 2022 (Dallas, TX)**
  - **\$1,895** now through March 25, 2022
  - **\$1,995** after March 25, 2022
- **May 10-12, 2022 (Cincinnati, OH)**
  - **\$1,895** now through April 10, 2022
  - **\$1,995** after April 10, 2022



## Online RMCP

- **starts May 25, 2022**
  - **\$1,795** now through April 25, 2022
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- **starts July 26, 2022**
  - **\$1,795** now through June 26, 2022
  - **\$1,895** after June 26, 2022



## ADVANCED RM COURSE

- **In-person (Dallas, TX)**
    - April 27, 2022
- \$799** (offered exclusively to RMCPs)



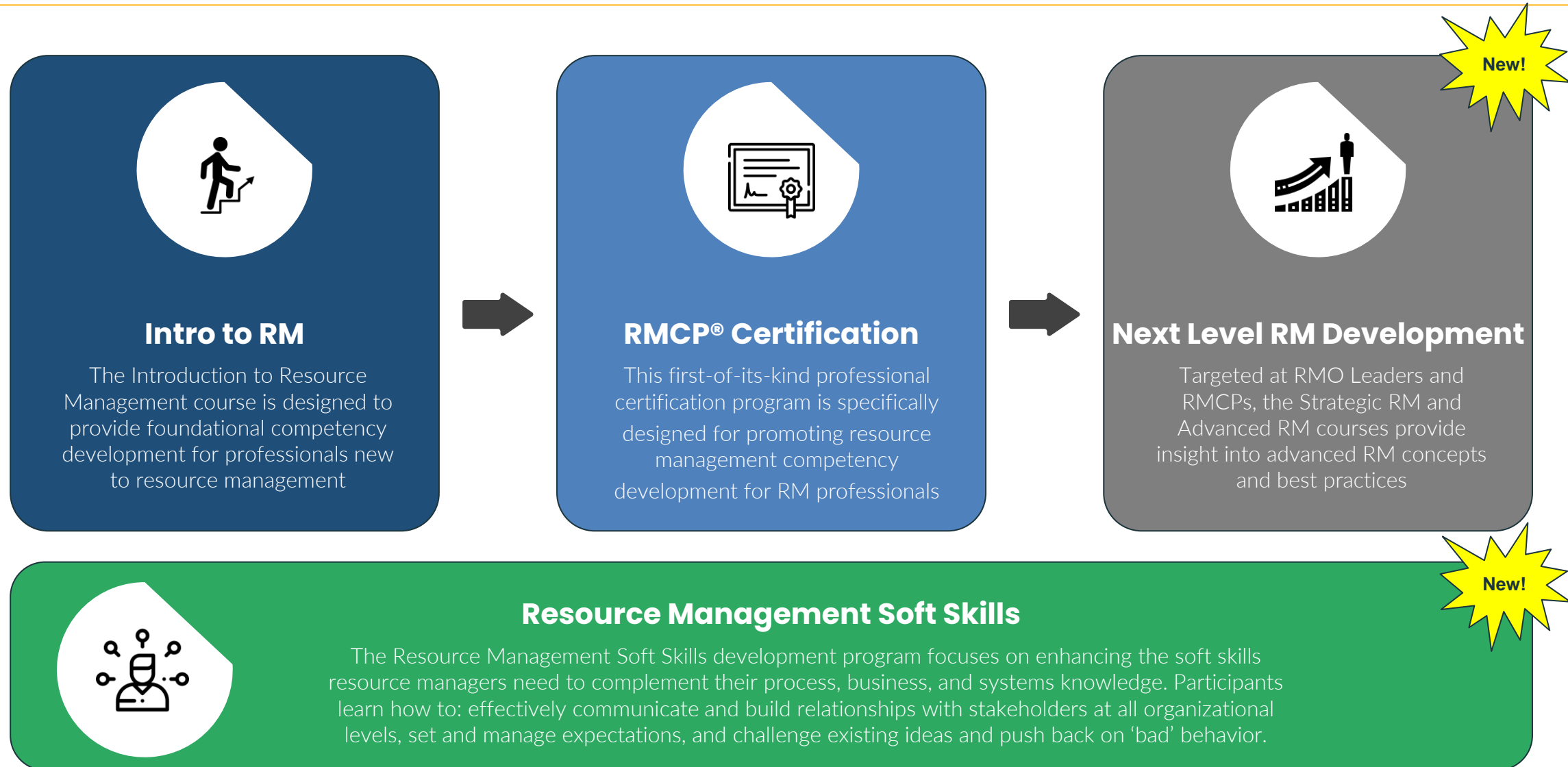
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# Q&A

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