Employee Experience Dilemmas and the Anywhere Organization: What Leaders Need to Know



The ability to work from anywhere:

Work Is What Employees Do, Not Where Employees Go The 2020 shift to widespread remote work has ushered in increased

demand for workstyle flexibility.



What employees want

at home, on the road, in the office, Tools and technologies to stay or at the frontline productive and engaged: multiple devices, fast connectivity, app catalogs



to easily work from anywhere1

of employees want the ability

Multi-Modal Workstyles Define the **Anywhere Organization** Different approaches for different employees



Roles Workstyles

The digital workspace has replaced the physical workspace Employees rely on technology to

while working from anywhere.

Hvbrid

• 100% At-Work Location

• 100% Remote

Knowledge employees

- Frontline workers





due to poor experience¹

Employee Experience 1. Poor onboarding experience

way to win over new employees. Employees are 2.6 times

and access to applications and data is a recognized



as likely to be extremely satisfied with their employer if onboarding is exceptional,2 but only 12% of new hires indicate that organizations do a good job of onboarding.3



Giving employees the opportunity to choose the devices and tools they use (personal or companyowned) is a smart business decision that leads to better employee engagement.

preferred technologies

of organizations agree that employee engagement has

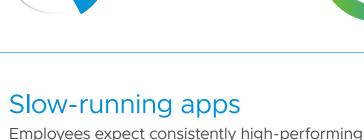


use the devices they want.4

of employees report better

engagement when they can

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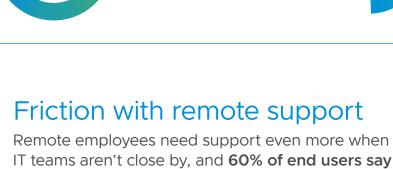


often as every day.5

3. Slow-running apps

worsened.3





remote support is taxing.6

4. Friction with remote support

of employees say that

tech disruptions are

impacting app

performance.3



of C-level and IT professionals

an issue for remote workers.6

see poor Internet bandwidth as

5. Security requirements impact productivity

Maintaining security for remote employees is on everyone's mind, but legacy MFA technologies

of organizations agree that

security measures in their





Start on the Path to **Anywhere Workspace Success**



Build trust with your distributed workforce

of remote workers reported

difficulty transitioning to

remote working, and 51%

wrestled with technology

issues.8

by providing choice, flexibility and seamless, high-quality experience. Learn how VMware can help you remove



the friction between employees and technology in order to create a better multi-modal experience for every employee.

GET STARTED

¹ VMware, Inc. "The New Remote Work Era: Trends in the Distributed Workforce. A global report analyzing organizational shifts in response to COVID19." August 2020. (Study conducted by Vanson Bourne and commissioned by VMware and Dell.)

2 Gallup, Inc. "The Relationship Between Engagement at Work and Organizational Outcomes." James K. Harter, Frank L. Schmidt, Sangeeta Agrawal, Anthony Blue, Stephanie K. Plowman, Patrick Josh, Jim Asplund, October 2020.

3 Tolly Enterprises, LLC. "VMware Work From Home: Performance, VoIP and Microsoft 365 User Experience Evaluation." January 15, 2021. (Study commissioned by VMware.)

A Mansueto Ventures. "New Study Reveals What Happens When Employees Can't Work with Their Apps and Devices of Choice: Low morale, burnout and turnover are no longer the only side effects of negative workplace cultures." Marcel Schwantes. February 26, 2021.

5 IDC Webinar. "Future of Enterprise Networklans: Emergence of the New Normal." Doc #WC20210202. February 2021.

6 Computerworld. "Working from home? Slow broadband, remote security remain top issues." Matthew Finnegan. October 5, 2020.

7 IS Decisions. "Half of US organizations reject multi-factor authentication, report finds." Chris Bunn. September 8, 2020. 8 ZDnet. "Over half of employees frustrated by remote tech issues during COVID-19 lockdown." Eileen Brown. June 2020