



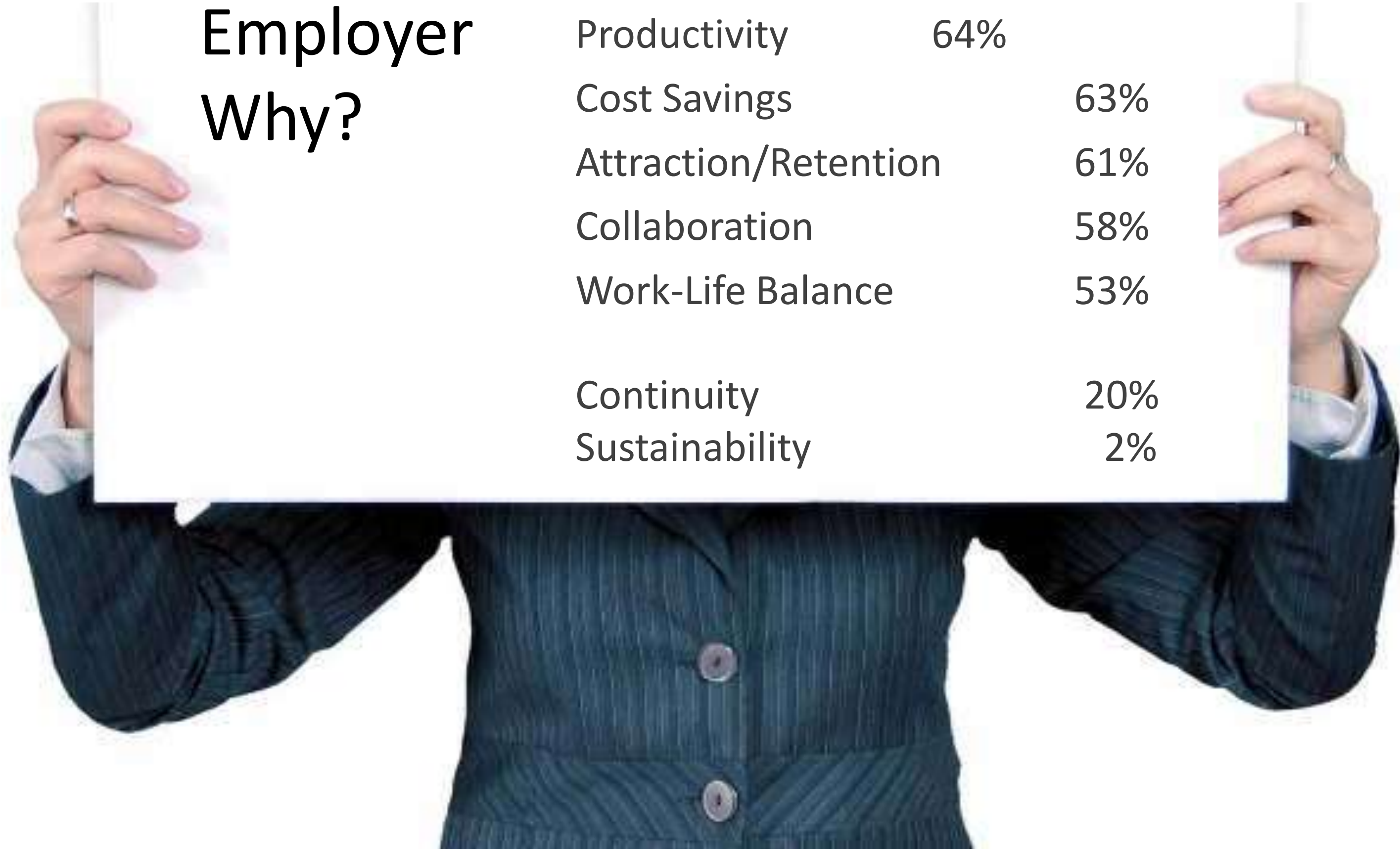
# Roadmap to Telework

# Making the Business Case




Profit





# Employer Why?

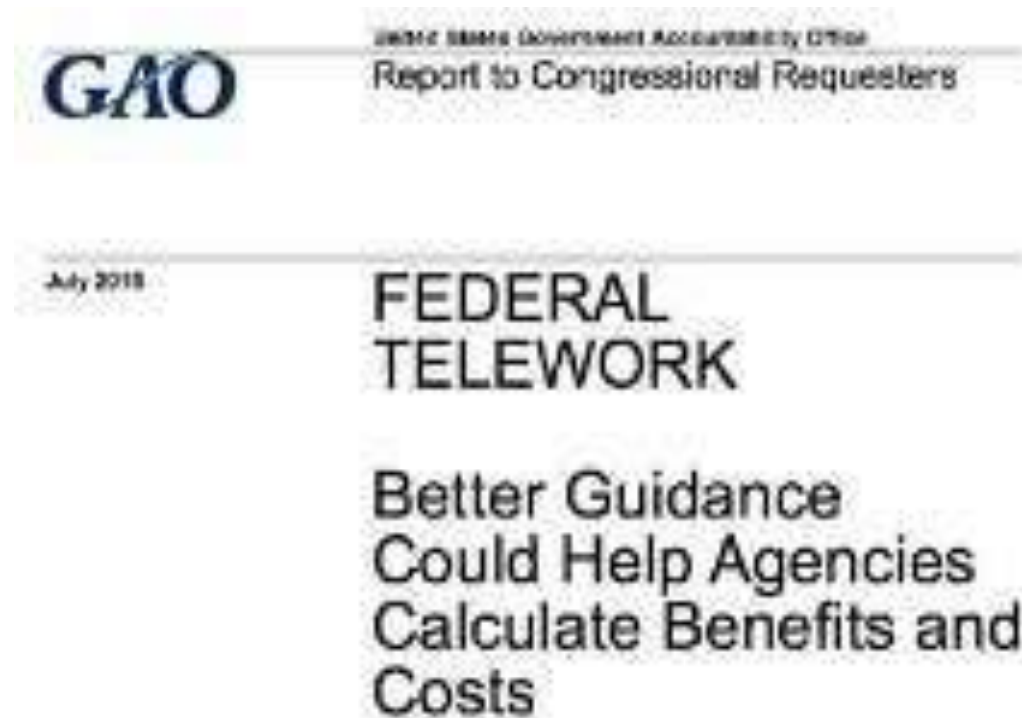
Productivity	64%
Cost Savings	63%
Attraction/Retention	61%
Collaboration	58%
Work-Life Balance	53%
Continuity	20%
Sustainability	2%

A man with a beard and glasses, wearing a dark suit and a red tie, is sitting at a wooden table. He is looking down at a smartphone in his hands. A white speech bubble is positioned above his head, containing the text "Show me the money". To his right, on the table, is a glass mug with a handle, containing a dark liquid and a spoon. The background is dark and out of focus.

Show me the  
money

# Global Workplace Analytics Telework Savings Calculator™

125 Variables | 600 Calculations | Backed by Research



“Global Workplace Analytics’ telework calculator is comprehensive and based on solid research.”



<http://GlobalWorkplaceAnalytics.com/roi>

**WARNING**

**Math  
Ahead**

**REMAIN CALM**

# Productivity: The Math

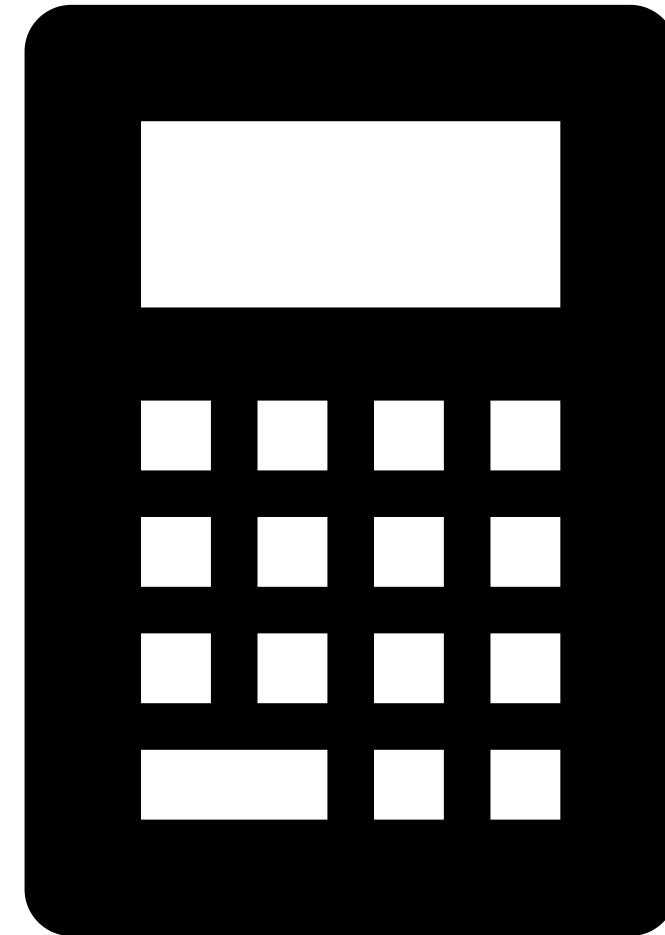
Salary = \$65,000/year

Cost = \$81,500/year

= \$325/day

= \$40/hour

= 70¢/minute





# Employer Savings: The Math



1)	Productivity	+15%
	Absenteeism	-30%
	Continuity	1 day
2)	Office space	-25%
3)	Turnover	-15%



# Productivity Increase Fewer Interruptions

Home = 43 mins/day, Office = 78



# Productivity Increase Fewer Interruptions

Home = 43 mins/day, Office = 78

$$\begin{aligned} &35 \text{ mins} \times \$0.70 \\ &= \$24.50/\text{day} \\ &\times 125 \text{ days} \\ &= \$3,066 \end{aligned}$$

per ½ time remote worker/year

$$= \$306,600$$

per 100 half-time remote workers/year





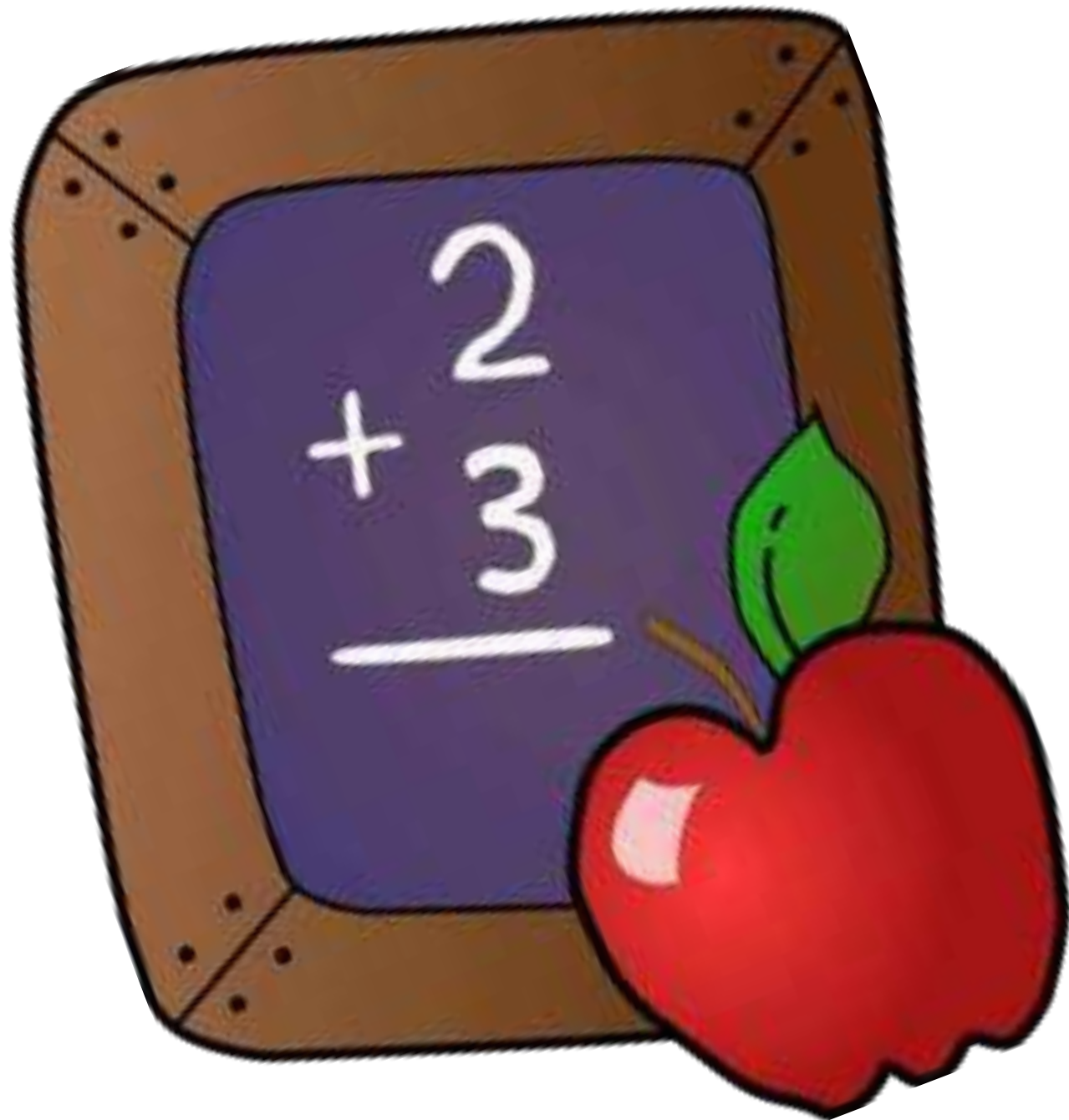
## Productivity Increase + 50% of commute time

Average Commute = 60 Minutes  
x 50% = 30 minutes  
x 70¢ per minute  
= \$21 day  
x 125 days  
= 2,625

Per ½ time remote worker/year

= \$262,500

Per ½ time remote worker/year



## Productivity Increase 15% Assumption

$$\begin{aligned} & \$81,500 \\ & \quad \times 15\% \\ & = \$12,225 \\ & \times \text{half-time} \\ & = 6,112 \\ & \text{per } \frac{1}{2} \text{ time remote worker/year} \end{aligned}$$

$$\begin{aligned} & = \$611,200 \\ & \text{per 100 half-time remote workers/year} \end{aligned}$$



# Productivity Increase Absenteeism

Absenteeism = 10 days/year

Reduction = 30%

= 3 days/year

x \$325/day

= \$975/person

= \$97,500/year

per 100 employees



## Productivity Lost if Not Able to Work

\$325 pp/day  
X 100 employees  
= 32,500/day

Productivity Impact  
x 6

---



# Employer Savings: Real Estate



- 1)
  - Productivity
  - Absenteeism
  - Continuity
- 2) Office space
- 3) Turnover



# Real Estate Savings

Assume:  
25% Reduction in Space  
with 50% Remote Work

Office cost = \$10k/person/year  
x 25%  
= \$2,500

x 100  
= \$250,000



# Employer Savings: Turnover



- 1)
  - Productivity
  - Absenteeism
  - Continuity
- 2) Office space
- 3) Turnover

# Voluntary Turnover

Average Quits Rate = 7%

Cost of Turnover as % of Salary = 75%

Reduction with Remote Work = 15%

$$\begin{aligned} & \$81,500 \times 100 \\ &= \$8.2 \text{ million/year payroll} \\ &\quad \times 7\% \\ &= \$570,500 \\ &\quad \times 75\% \\ &= 427,875 \text{ cost of turnover/year} \\ &\quad \times 15\% \text{ reduction} \\ &= \$64,181/\text{year} \end{aligned}$$





Global Workplace Analytics  
Remote Work Savings Calculator™

Calculate your own company savings:  
<https://globalworkplaceanalytics.com/roi>

# Annual Employer Savings Half-Time Remote Work Per 100 Employees

Productivity	\$611,000
Real Estate	\$250,000
Absenteeism	\$98,000
Retention	\$65,000
Continuity of Operations	\$33,000

**Total    \$1,057,000**



# People

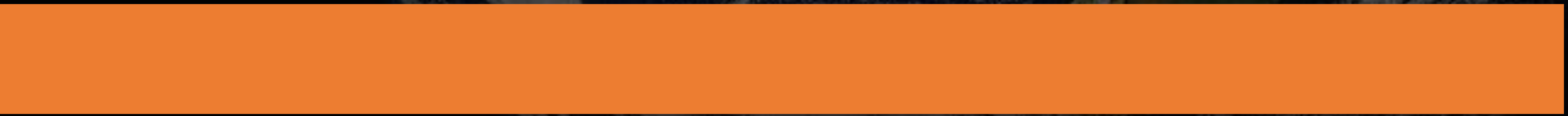




# Employee Impact



Planet







Planet/  
Society



# Maximizing Outcomes



Sr. Exec Support



Cross-functional collaboration



Change management



Being true to your own org DNA



Future?  
25-30%  
Multiple  
Days/Week

# 1) Employees



## 2) Managers



3) C-  
Suite





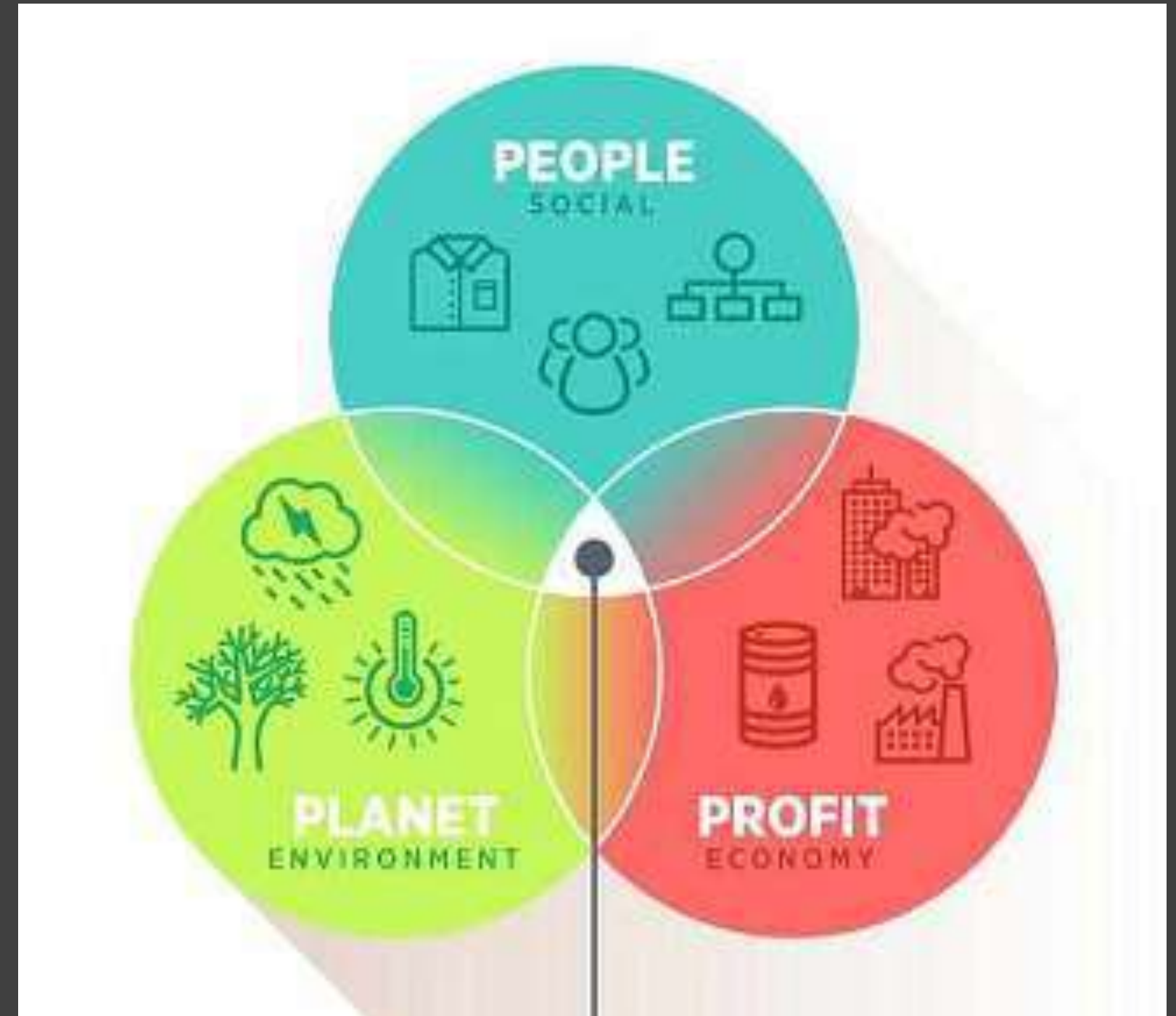
## 4) Investors



# 5) Sustainability

Per 100 Employees (2.5 days a week):

- 154k Miles
- 8k Trips
- 390 Barrels of Oil
- 70 Tons GHG



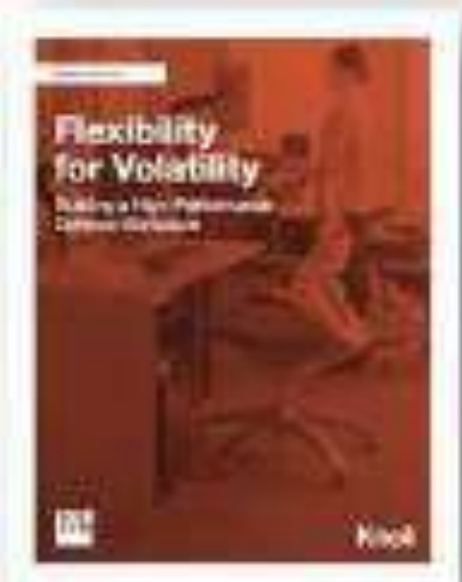
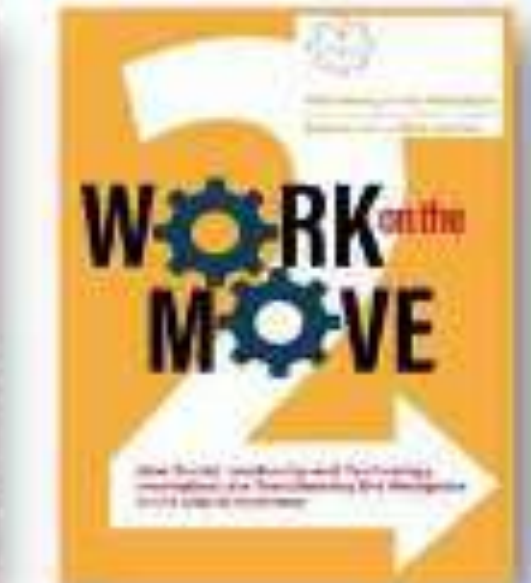
# Don't just let it happen...Make it happen

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- HR
- IT
- CRE/FM
- Communications
- Risk Management
- CFO
- Sustainability



# Download Free White Papers



Download the free 76-page report

<https://globalworkplaceanalytics.com/whitepapers>



# Let us help you emerge from the pandemic with new insights, intelligence, and approaches for the future

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<https://GlobalWorkplaceAnalytics.com>

- Understand what's worked during COVID-19 remote work and what needs to be improved
- Evaluate employee, manager, and organizational remote work readiness preferences
- Improve remote employee productivity and team performance
- Formalize your remote work program, policies and practices
- Quantify the employer, employee and environmental impact of your remote work program
- Integrate remote work into your CRE, HR, IT, Risk Management, and Sustainability strategies
- Optimize your real estate footprint with a blended remote/on-site work model
- Create a return-to-office strategy that addresses short-term readiness as well as longer-term success
- And more...

A modern office interior with a banner that says "BETTER IS POSSIBLE". The office has a high ceiling with exposed wooden beams and black metal beams. There are several people working at desks in the background. A woman is sitting at a desk in the foreground, working on a laptop. The office is well-lit with natural light from large windows and some artificial lighting. The overall atmosphere is professional and collaborative.

BETTER  
IS  
POSSIBLE

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