



## MAKING A CASE | Remote Work

Remote work will help fuel the economy by creating additional jobs, raising retention rates, increasing productivity, and may even save the planet. Here are a few employment tips for joining the revolution...



### CREATE A REMOTE WORK POLICY

Sharing your expectations upfront with your remote staff is critical to future success. A proper policy will include language regarding eligibility, company policies, equipment, performance, insurance and liability, employee rights, and conflict resolution. This policy will help establish new behaviors. So include it.



### MAKE IT SECURE

There are endless options for creating a safe and productive remote or hybrid work environment. Just remember the four S's. Create a SECURE remote connectivity solution. Make it SEAMLESS to support your mobile workforce. Make sure when you reconfigure your workplace that it is SAFE. And SCALE according to your needs and budget.



### SUCCESSFULLY MANAGE YOUR REMOTE TEAM

Remote teams can yield stellar results when you work to establish consistent behaviors and supply proper workflow tools to drive those results. Keep employees invested by hosting events that don't focus on work, like a morning coffee. And make sure to find a way to keep everyone on the team engaged.



### WHAT'S IN IT FOR EMPLOYEES

Research shows that remote workers enjoy increased productivity and higher retention due to its many benefits. Some of our favorites are better work-life balance, decreased (or no) commute, saving time and money, flexibility, and customized workspace. Another benefit to many, but not all, is peace and quiet.



### WHAT'S IN IT FOR EMPLOYERS

There are benefits to adopting a remote work solution for the employer, too. A happier employee is more productive. Additionally, remote work can lead to better health, decreased environmental impacts, and lower operating costs. Plus, you can hire the most qualified person without concern for geography.

### smartdept. is a nationwide creative, digital, and marketing talent

resource with roots in Chicago, Seattle, and Grand Rapids. We are also a WBENC-certified Women's Business Enterprise. We provide companies with freelance, contract, contract-to-hire, and direct hire candidates for on-site, remote, and hybrid opportunities. Our ability to service customers of all sizes while still taking a boutique approach allows us the best chance to cultivate the successful relationships we value.

Remote work has existed as an option for many years. At its inception, it was often put into action out of necessity or used as a benefit in lieu of compensation because it provided the employee flexibility, which to many is more important than money. Like the base of a snowman, the remote work concept has rolled along, growing steadily with each additional push. Then in March of 2020 came news of a global pandemic, and remote work was thrust into the spotlight.

The benefits of remote work became essential. Offered as a primary solution for keeping people safe from the possible effects of the Corona Virus. Workflow technology and communication tools already existed, and if a company could implement this strategy, they did. Quickly, the world discovered that not only can working remotely be done, but it can also improve results, contribute positively to mental and physical health, and is better for our planet. **Wow!**

*"smartdept. found us a developer, that we have been working with for more than a decade. We like working with him so much that even after he moved out of state we continue to work with him remotely. Sometimes working remotely with folks can be a challenge, but not with Richard. He is so good, from his skill set to his demeanor, to his understanding of how to work with a creative ad agency, that he is a perfect match for our environment."*

*-Chris, Chicago*

