

# Trends in the Distributed Workforce



## Highlights from a Global Report<sup>1</sup>

Digital workspace technology helped many organizations meet the challenges of remote working during the global pandemic. So what did we learn? Did the cost savings, business agility, and employee flexibility live up to the promise? See some of the survey results below.

## The Distributed Workforce is Leveling the Playing Field

Organizations Once Behind Are Finding New Opportunities to Innovate

Organizations of all sizes are seeing benefits of a distributed work model.

Smaller organizations<sup>2</sup> adapt faster than large ones



Ability to work remotely makes it easier to recruit top talent



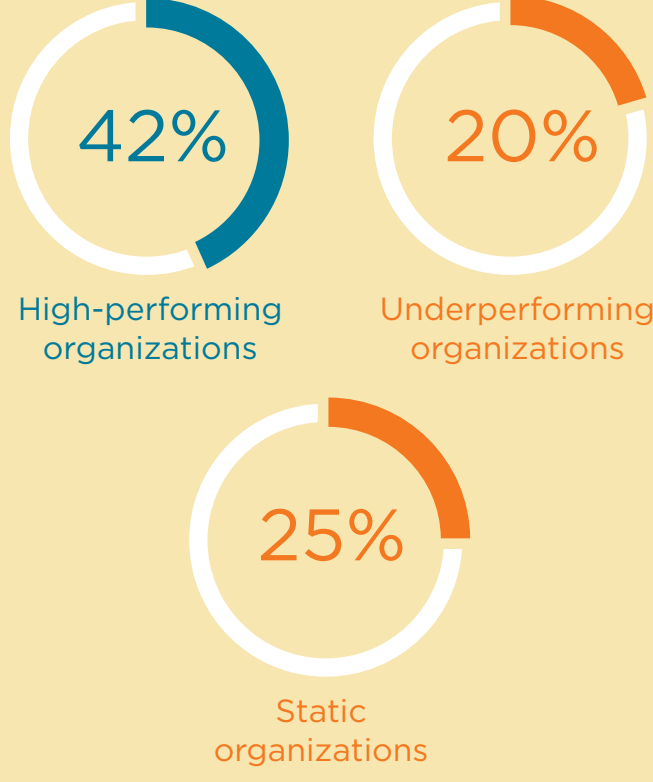
Having a distributed workforce will become a competitive advantage



## Fears About Distributed Work Have Been Debunked

### FEAR 1: Productivity will plummet

Employee **productivity has increased** or drastically increased



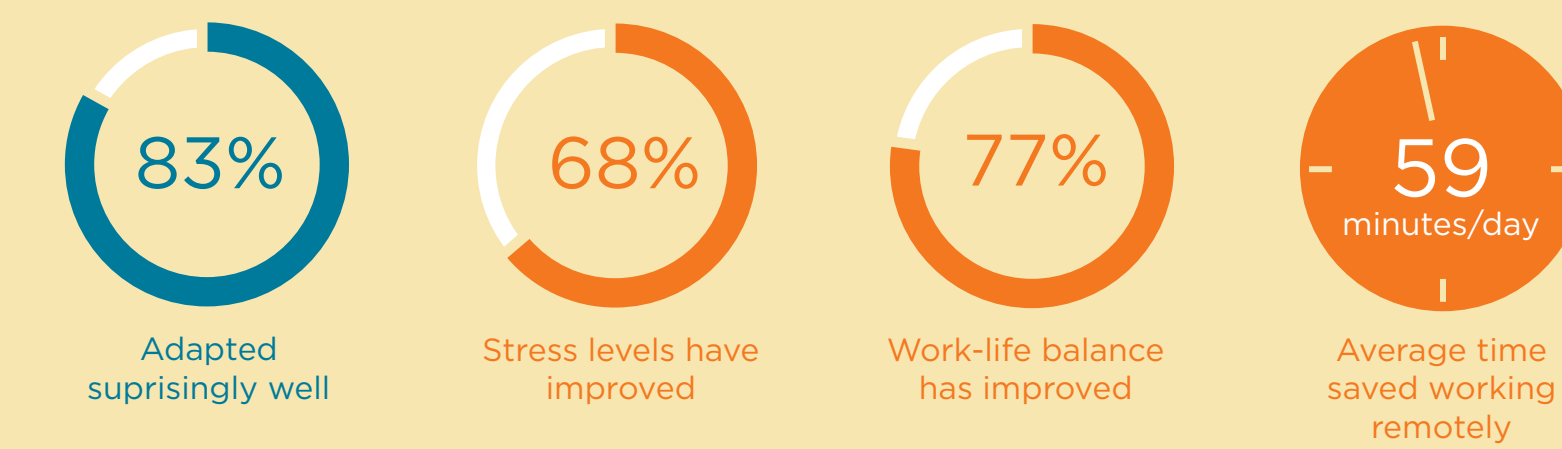
### FEAR 2: Teams will lose touch

Team **collaboration has increased** or drastically increased



### FEAR 3: Morale will suffer

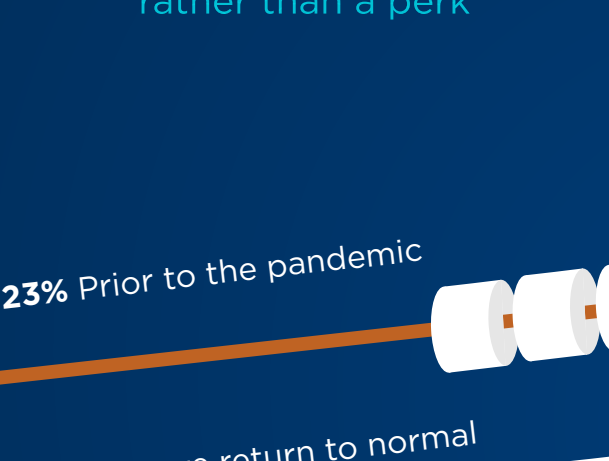
83% of respondents feel they have **adapted surprisingly well** to working remotely



## Distributed Work — Perk vs. Prerequisite

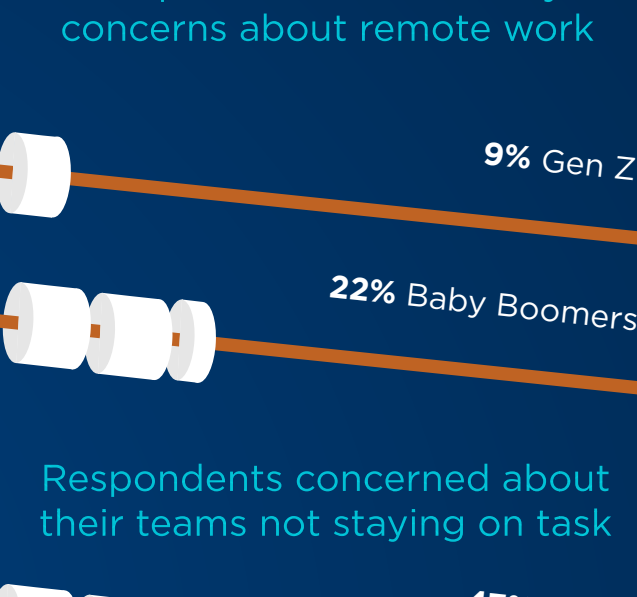
### The New Era's Crucial Component of the Employee Experience

Respondents who considered remote work to be a prerequisite rather than a perk



### Baby Boomers Embrace Remote Work

Respondents without any concerns about remote work



23% Prior to the pandemic

41% Once we return to normal

9% Gen Z

22% Baby Boomers

47% Gen Z

39% Baby Boomers

## Organizations Anticipate Significant Cost Savings from Remote Work



### Many Will Reinvest the Money Back into the Business

Where companies will **save**.



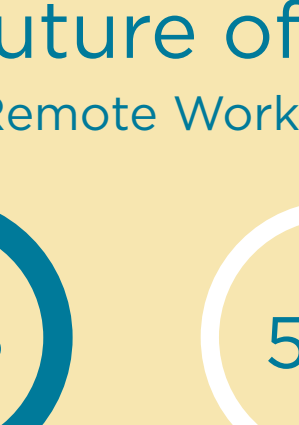
Where companies will **spend**.



Where companies will **reinvest**.



Where companies will **reinvest**.



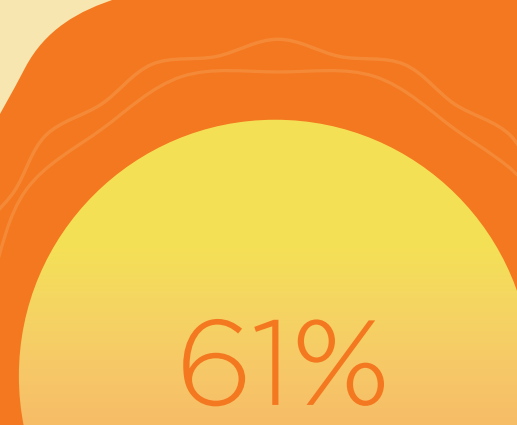
Where companies will **reinvest**.



Where companies will **reinvest**.



Many companies will reinvest in **employee salary or benefits**.



## The Future of Remote Work

Remote Work is Here to Stay



respondents who agree that their organization **won't go back to how things were before**



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<sup>1</sup>Global survey conducted between June and July of 2020. Survey included 5,760 IT, HR and business decision makers—conducted by Yanson Bourne, in partnership with VMware and Dell.  
<sup>2</sup>For the purposes of this report, small organizations are those that have 500-999 employees; large organizations are those that have 5,000 or more employees.

<sup>3</sup>High-performing organizations are those that have self-reported year-over-year revenue growth of 15% or more; underperforming organizations are those for which revenue is shrinking by 1% or more year over year; not growing organizations are those that have 0% revenue growth year over year.