



The
Social—
Element

We do amazing things on social

The Social— Element

“Women are working more, men are understanding their value as caregivers, women are primary breadwinners—I mean, we could go on and on and on. Things are different. So we can't keep operating like everything is the same, and that's what many of us have done. And I think it's up to us to change the conversation.”

Michelle Obama, June 2014

Distributed workforce.



The Social Element + Distributed Workforce



The Social Element + Distributed Workforce

we service
global clients

we work in
40+ languages

majority of
people are
100% remote

“Technology now allows people to connect anytime, anywhere, to anyone in the world, from almost any device. This is dramatically changing the way people work, facilitating 24/7 collaboration with colleagues who are dispersed across time zones, countries, and continents.”

Michael Dell, Chairman and CEO of Dell, 2016

How can businesses support this structure?



People

Support our teams on a **human level**

Avoid **isolation**

Break **silos**

Foster **collaboration**

Breed the right **culture**



Technology

Provide **secure technology** to protect our client's data

Technical **support** available around the clock

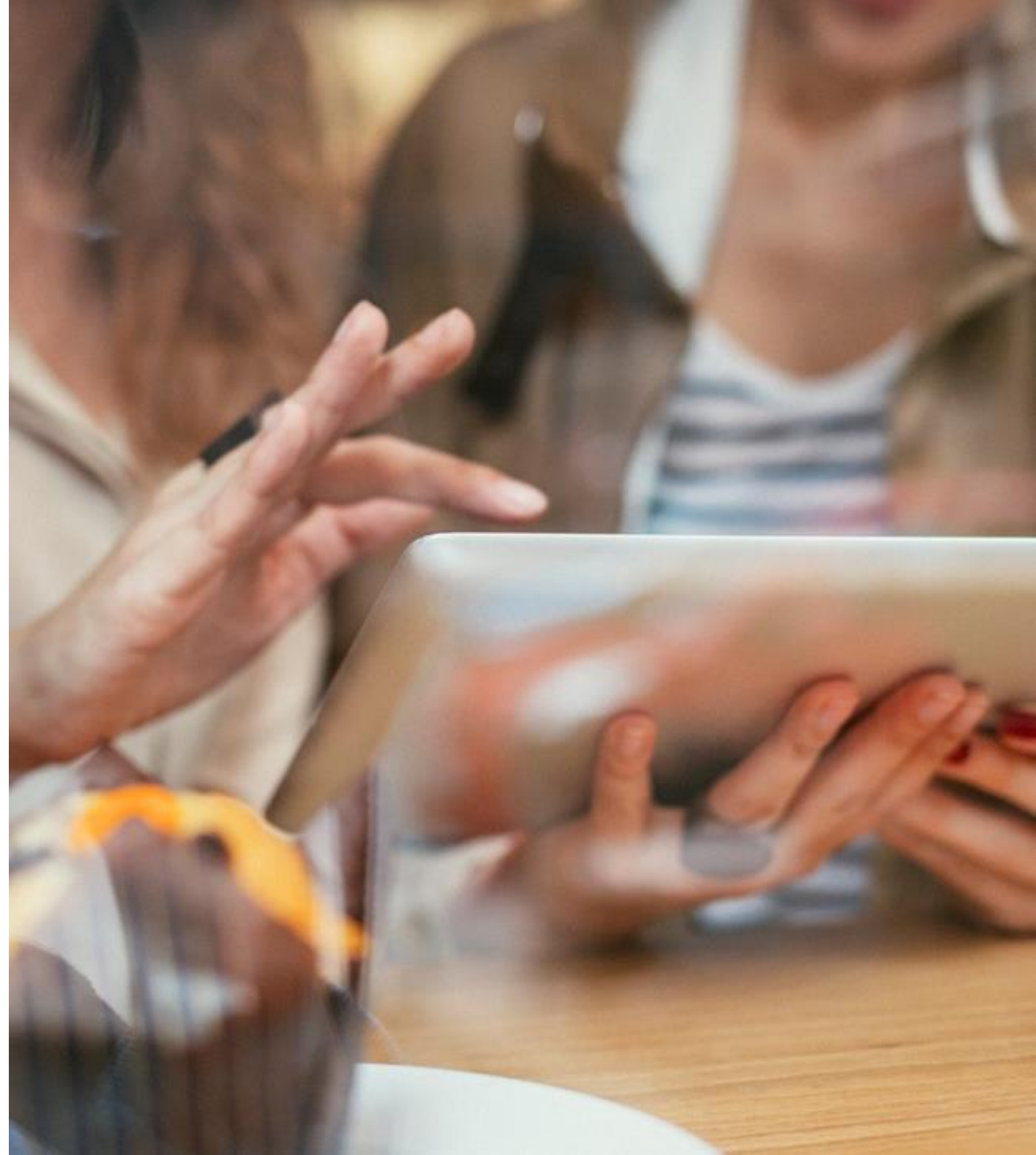
Collaborative technology



2002 was pre-iPhone, pre Facebook, pre-Slack. Why go remote then?

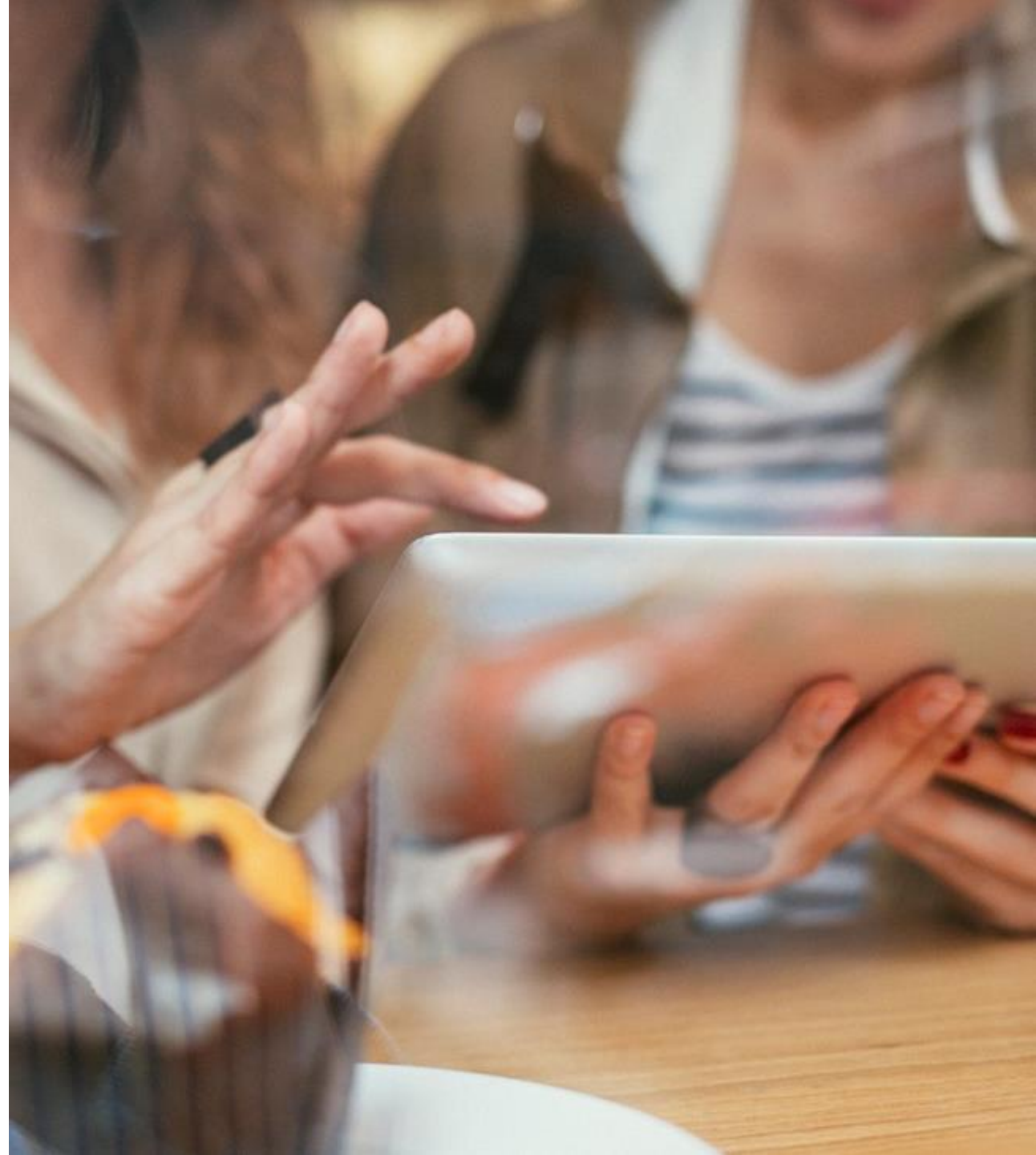
Benefits:

- ✓ Diversity



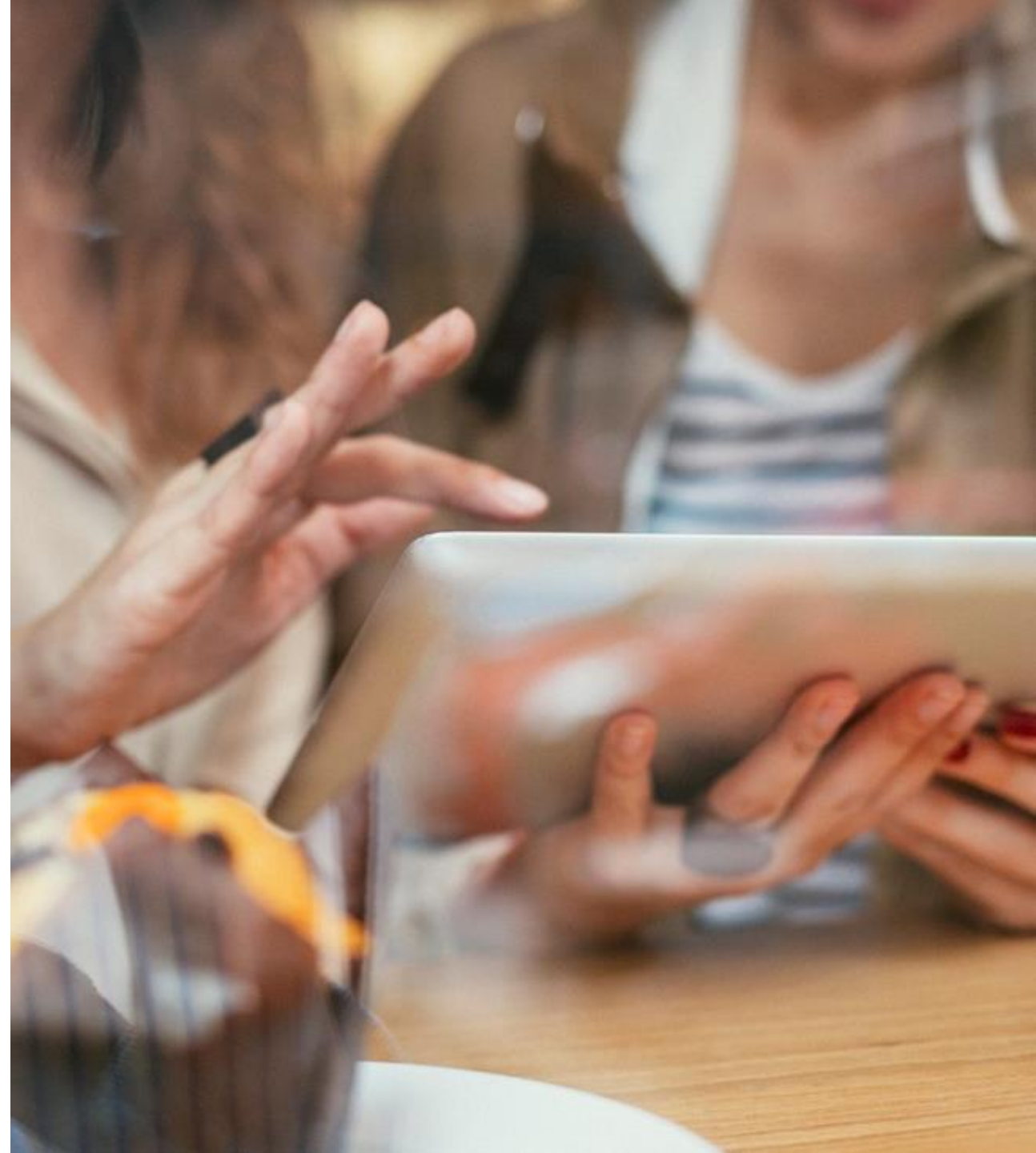
Benefits:

- ✓ Diversity
- ✓ Flexibility



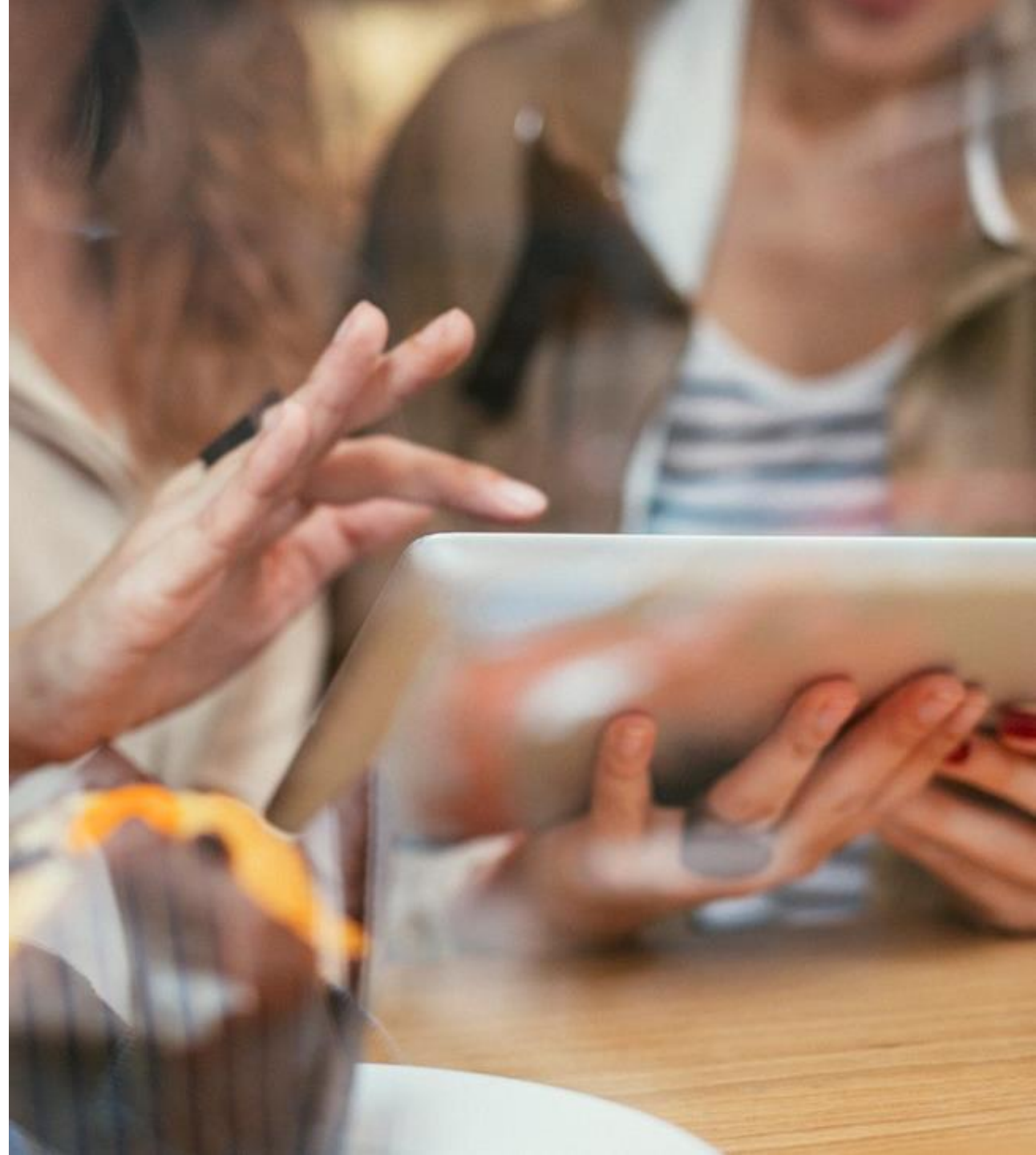
Benefits:

- ✓ Diversity
- ✓ Flexibility
- ✓ Fosters a culture of trust



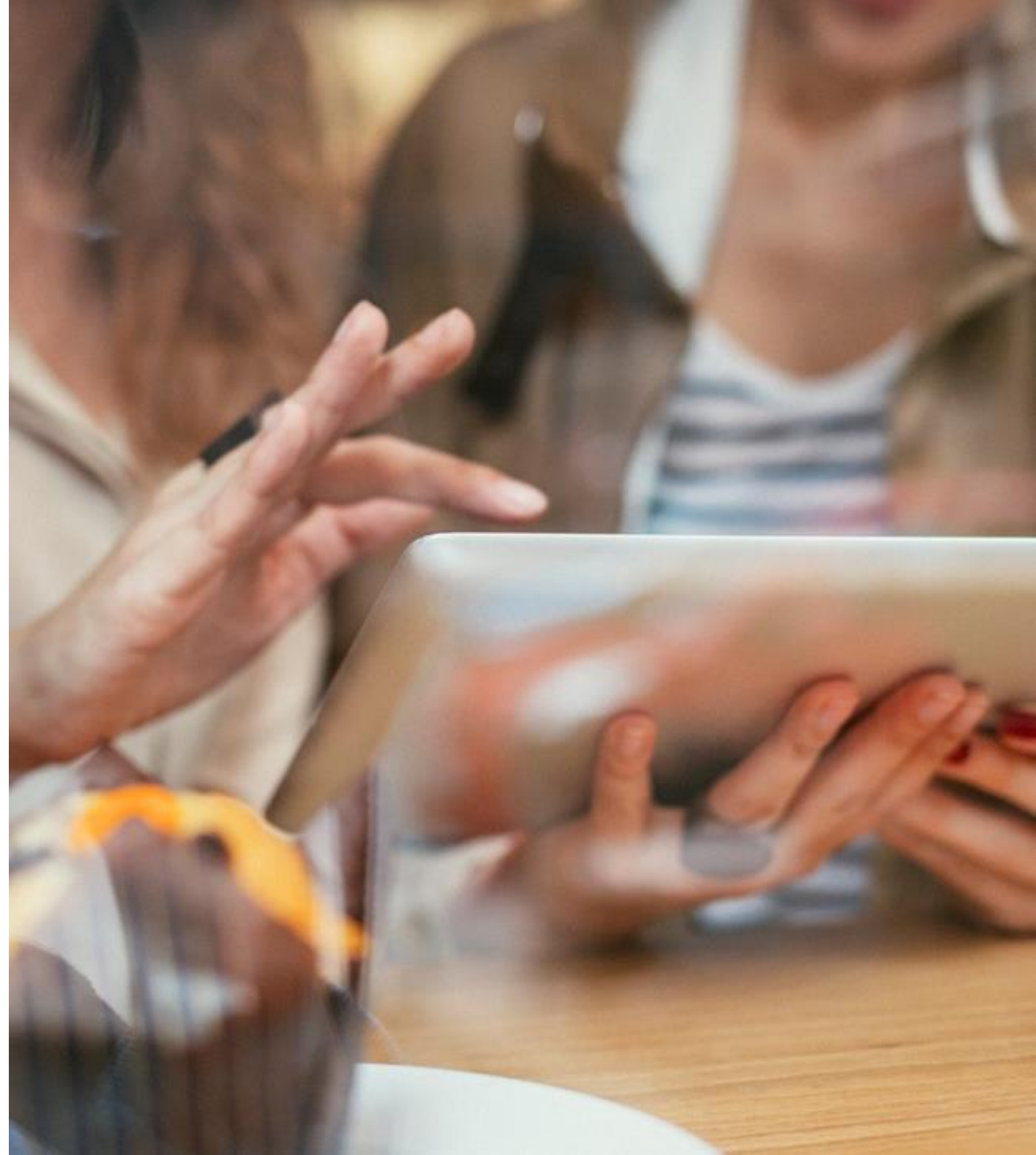
Benefits:

- ✓ Diversity
- ✓ Flexibility
- ✓ Fosters a culture of trust
- ✓ Better work-life balance



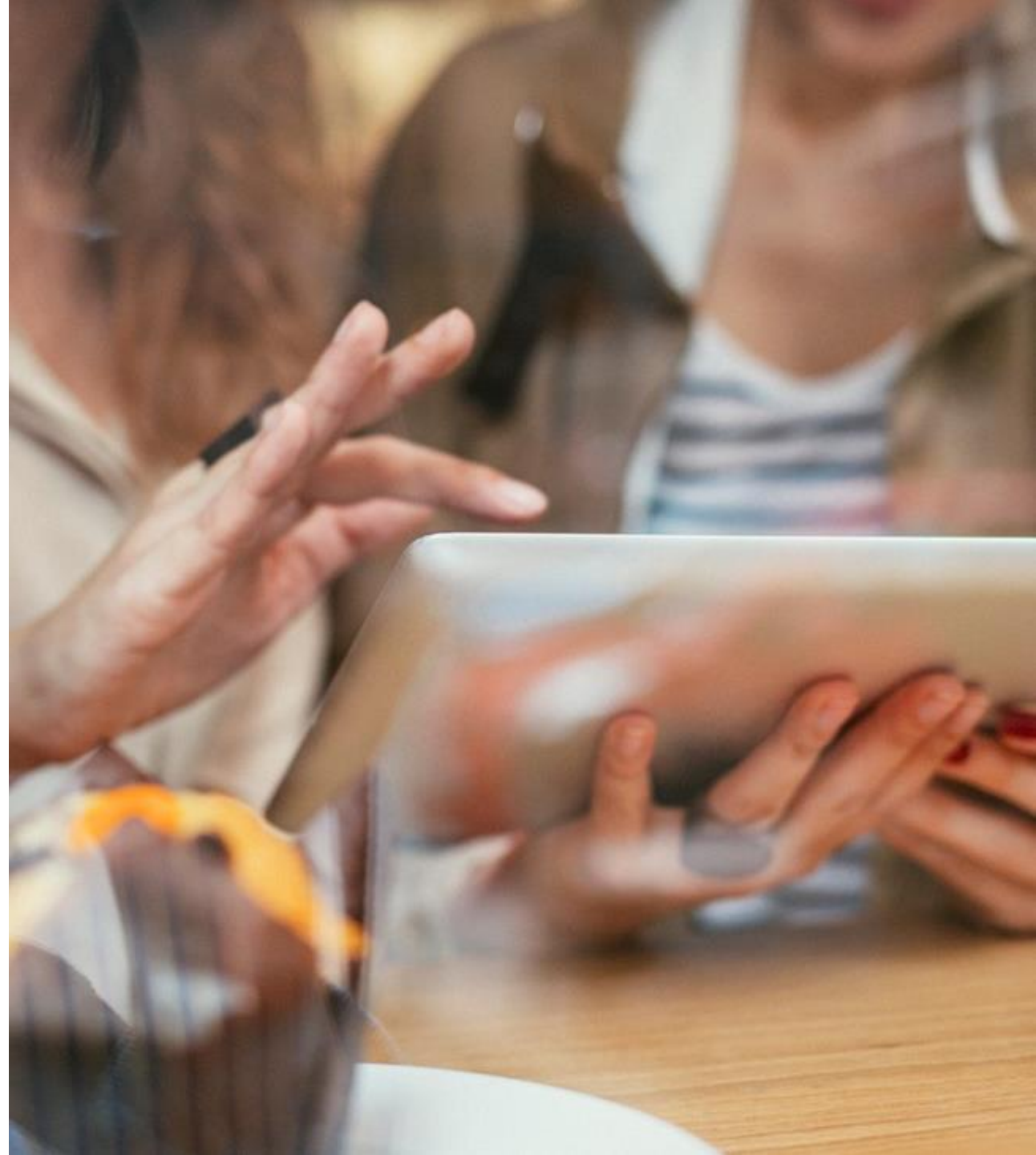
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- ✓ Diversity
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- ✓ Better work-life balance
- ✓ Recruiting



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- ✓ Diversity
- ✓ Flexibility
- ✓ Fosters a culture of trust
- ✓ Better work-life balance
- ✓ Recruiting
- ✓ Retention



But it's not all fun and games.

Leadership needs to be committed
to overcome certain challenges.

#Distributedworkforce can be challenging

internal
communication
and culture
building

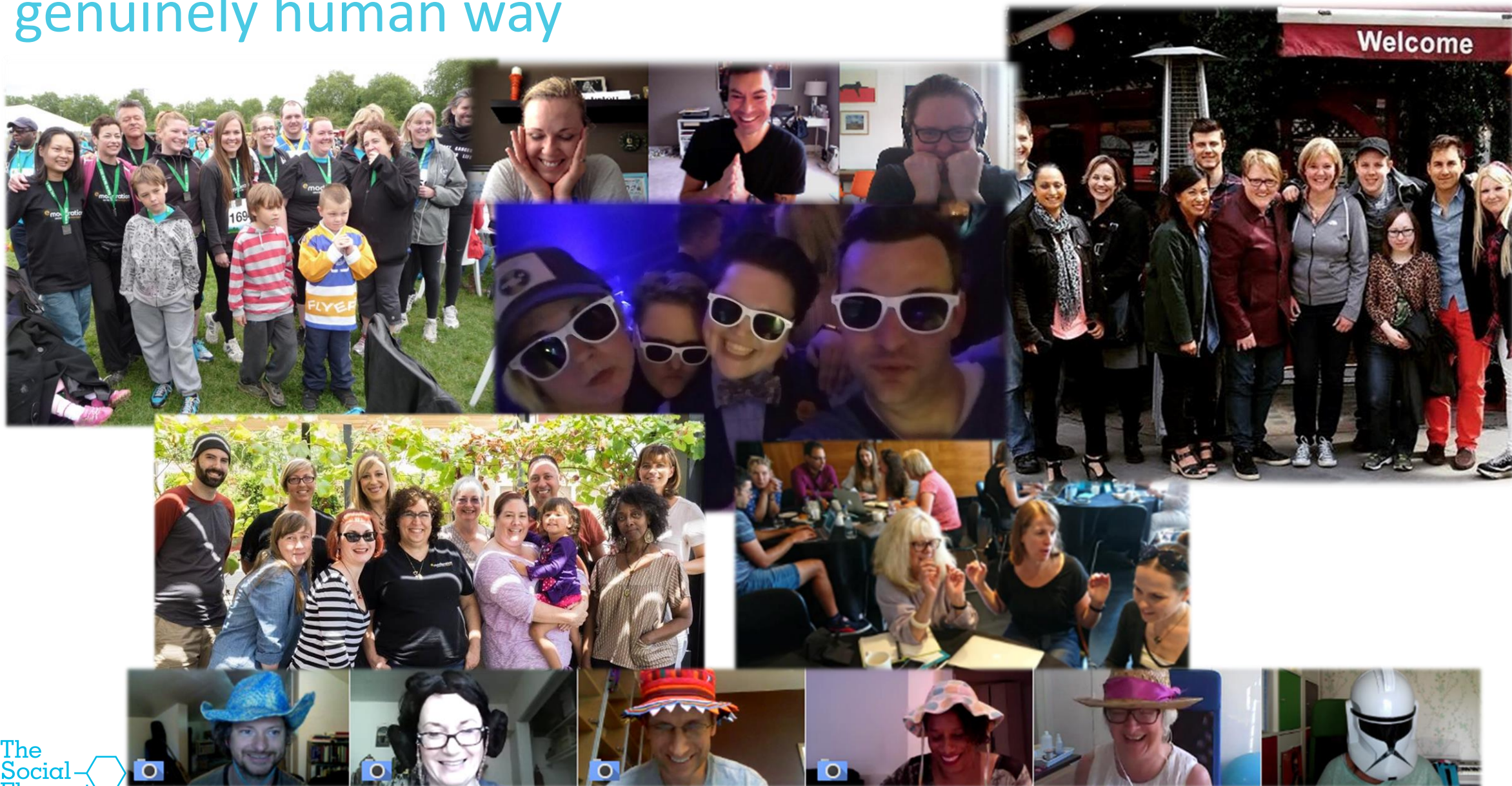
barrier to
spontaneous
communication

reliance on
technology
can be
restrictive

As we're evolving towards an advisor model, we're finding face-to-face time more and more valuable.

How do we combine that with our current model?

Amazing things happen when people connect in a genuinely human way



Digital Future of Work?



Thank You



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