What Can You Do with What You Have?

Make Returning to the Office More Doable
Where are you right now as you’re reading this?

Before 2020, there’s a good chance it would be at the company office, first thing in the morning after grabbing a fresh cup of coffee, or after lunch before getting started on your next big thing. Or you might be at the airport or a hotel on a business trip.

But now, nearly halfway through 2021, there’s a pretty good chance you’re still at home.

That may be changing soon, though.

As of May 2021, 50% of U.S. adults are fully vaccinated against COVID-19, while many more have received at least one dose of a vaccine.

That’s more than 150 million people and counting.
For instance, herd immunity in the U.S. and around the world is still unlikely in the very near future. In part, this is because not everyone is going to get vaccinated—despite what many companies are doing to incentivize vaccinations—but also because of the different coronavirus variants that exist. So far, the existing vaccines seem to offer very strong protection. But even those who have been vaccinated are still at some risk, even if that risk is very small.

With these number continuing to rise, and with the CDC’s announcement that fully vaccinated people don’t need to wear a mask in most situations, it’s possible for companies to actually think about returning to the office—though, of course, it’s not as simple as just throwing open the doors and welcoming everyone back.
Expectations of Working Remotely

FULL OR PART TIME

BEFORE 2020

31%

DURING PANDEMIC

51%

Going Forward: Desire to Work Remotely

AT LEAST SOME OF THE TIME

NOW

90%

According to a survey by the Boston Consulting Group, before 2020, only 31% of employees had any expectations of working remotely, either full or part time. During the pandemic, that number rose to 51%. Now, when asked how they would prefer to work going forward, a resounding 90% of employees say they want to work remotely at least some of the time.

But as Recode reports, just because an employee can work at home—and just because they might want to—doesn’t mean they’ll be able to, as some industries are more willing or able to permanently embrace a hybrid model.

Leaders must be careful about mandating a return, though, as one survey found that nearly 50% of respondents would be willing to look for a new job if their current employer didn’t offer flexible work options.

Taken together, all of this means that companies need to plan their return to work with the same flexibility, innovation, and creativity that 2020 demanded.
Adjusting to COVID-19 Required
Innovation, Flexibility, and Creativity.
Returning to the Office Will Too.

Remember grocery shopping in the earliest
days of the pandemic, when you couldn’t be
sure you were going to come home with
everything on your list?

It wasn’t just toilet paper that was hard to find.
Sugar, milk, flour, eggs, bread, lunch meat,
macaroni and cheese, cups of ramen noodles,
frozen or canned vegetables—and a lot
more—could all be hard to find.

Sometimes you could get the groceries you
were missing from a restaurant that had the
brilliant idea of selling their extra produce
(and if you were lucky, they threw in a roll of
precious TP).

Your other option was to order out with
the help of Uber Eats or DoorDash. But if
you couldn’t afford to do that very often,
it’s possible you had to get a little creative
with your meals.

In other words, you had to ask yourself:
What can I do with what I have?

And at the beginning especially, you had to
ask that question in a lot of other areas well.

How do you stay connected with family,
friends, and coworkers when you can’t go
anywhere? You lean on Zoom or one of
the many other video conferencing options
available.

Can’t go to the gym? You could work out
in your garage, or you could go jogging or
on walks.

And if you weren’t used to working at
home all the time—as many of us weren’t—
you might have found yourself working
at the kitchen table for a while, or a card
table, or even an ironing board if you
were desperate.

As we adjusted to the new normal—whatever
that was going to look like—we all had to be
a little flexible, innovative, and creative. And often,
you started by asking: What can I do with what
I have?

The complexities of returning to the workplace
will require some of the same flexibility, innova-
tion, and creativity to create a workplace that
is collaborative yet safe. It’s just not going to be
as easy as “going back to normal.”

And for companies that use Workday, there
should be some consideration for how this
powerful tool, and the help you receive from
a partner, can make some aspects of your
return easier.
And so, in April 2020, OSV’s Workday Resource Center was launched.
Since then, it’s grown to cover a range of topics that include:
- employee engagement
- performance management
- absence management
- workforce planning

And with companies thinking about how they can safely bring employees back to the office, a new section devoted to returning to work has been added with solutions capable of meeting different needs.

VACCINE MANAGEMENT
Some industries, like healthcare or education, may need to prioritize tracking vaccinations among their employees. OneSource Virtual’s Vaccine Management Services are designed to help companies leverage Workday to manage their resources and support their employees, with solutions that can be deployed quickly with minimum investment and high impact.

TRACKING WORK FROM HOME ELIGIBILITY
While many companies will be embracing a hybrid model, not every role will have the same flexibility. Some positions are simply more remote-friendly than others. Leveraging custom objects, companies can use Workday to track the work-from-home eligibility for different positions.

For OneSource Virtual, a Workday-exclusive partner, creating the Workday Resource Center was one way of answering that question.

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<th>WHAT DOES OSV HAVE?</th>
<th>WHAT CAN IT DO WITH THAT EXPERTISE?</th>
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<td>A deep well of Workday expertise.</td>
<td>It can help Workday customers leverage Workday’s existing capabilities to meet the challenges of the moment.</td>
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HEALTH ATTESTATION SURVEY AND VIEW RESPONSE RATE REPORT
Because herd immunity in the U.S. and globally appears unattainable for now, companies may want to leverage Workday’s survey capabilities to send regular surveys asking employees if they’re experiencing any COVID-19 symptoms. And with Workday’s reporting capabilities, companies can easily view the response rates and filter the results to gain valuable insights for creating a safer workplace.

Companies across industries can also leverage Workday to communicate their policies around returning to work, in addition to new protocols employees should be aware of.

What all these solutions have in common is that they were built from asking “What can I do with what I have?” with the goal of providing customers with unparalleled choices, unwavering commitment, and uncompromising care.
“When am I going back to the office?”

has been a central question for employees since the beginning of COVID-19.

The question itself is neutral, but the feelings behind it aren’t.

For some, the subtext behind that question is: When are we finally going to be safe again? For others, there’s some anxiety under the surface, either related to health concerns or to losing a better work-life balance.

While companies must decide what’s right based on their own needs, including factors like their industry and company culture, they also must recognize just how complex that question is and the different feelings their decision will elicit. If the existing surveys are accurate, then returning too soon or without some flexibility could trigger an exodus of talented employees.
Given all that, how do you make returning to the office more doable?

As a starting point, remember the flexibility, innovation, and creativity that guided you through the turmoil of the last year, and remember the power of asking yourself: What can I do with what I have?

OSV leveraged its Workday expertise to create solutions for this particular moment, so that Workday customers didn’t have to figure everything out on their own.

For companies that have such a partner in their corner, the answer to “What can I do with what I have?” is to leverage that partnership to gain a better understanding of what your company needs and how Workday can help you accomplish your goals.

What you want to do and what you decide to be may not be the same. But recognize that your journey back to a degree of normalcy isn’t one you have to take alone.