

More than remote

The global workscape is changing and will never be the same

Newly empowered workers demand flexibility, empathy and the ability to determine their own work experience.



Top global talent demands to **work in any way** they choose.



Work in Any Way

It is a flexible, people-centric approach to workforce management.

It abandons the traditional, transactional relationship between companies and workers and helps navigate the new power dynamic between them. Work in Any Way creates diverse workstyles, employment relationships, compensation structures and workplace cultures.

Work in Any Way companies are where people **want** to work.

Now, more than ever, it's more important to find, retain and satisfy your best hires.



"The most important tool managers have is perspective-taking. It's about their ability to put themselves in the shoes of the key stakeholders, the key people, and understand their experience of the situation."

Mark Mortenson, Professor of Organizational Behavior at INSEAD

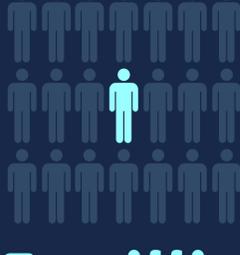
The Global Talent Shortage

Many workers are staying on the sidelines due to government benefits, health concerns due to the pandemic, lack of childcare, aging populations and more.



69%

of global employers are struggling to find skilled workers—a 15-year high.¹



85 million

Global employers are facing an historic shortage of skilled workers—85 million by 2030.²

The Great Resignation



This **"quitting economy"** has increased demand for talent, and if companies want to compete in the global market, they must meet workers where they are by providing for their needs. Those who don't adjust will fall behind the competition.

66%

of US workers are searching for a new job.³

40%

of global workers are considering leaving their employer.⁴

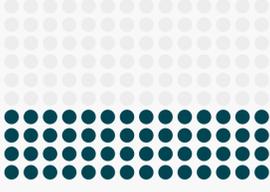
38%

of workers plan to leave their jobs in the next 6-12 months (UK & Ireland)⁵

Companies who enable their employees to work in any way they choose will create a flourishing and diverse global workforce.

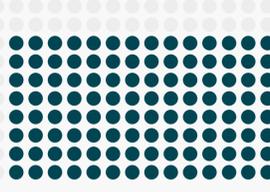
Workers demand flexibility

40%



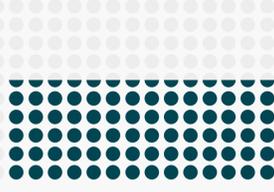
Of workers feel strongly that their employer should provide opt-in remote options.⁶

79%



Of workers say the ability to live anywhere is important to them.⁷

54%



Say they would like remote to be their primary way of working.⁶

More than ever, employees want to define their own work experience. And the global labor shortage has put them in the position to make demands of their employers in ways that might have been unimaginable just a couple of years ago. Historically, work environments have revolved around one set of priorities: the company's. Today, companies must be open to accommodating workers' unique preferences and circumstances if they want retain them.



85%



of workers say they are more likely to stay with a company in a work-from-anywhere environment.⁸

83%



want a hybrid model.⁸

Getting Ahead

63%



of high-growth companies have adopted models that promote productivity from anywhere.⁹

69%



of negative or no-growth companies are still focused on where their people will physically work.⁸

One success story¹⁰ after another¹¹ demonstrates the benefits of providing a flexible work experience that centers around people.

With the right policies that give workers more choice and still meet business needs, growth, morale, profitability and retention all improve. The future of work is flexible. It's getting ahead of the competition by meeting the demands and desires of today's top talent.

The future of work is Work in Any Way.

To learn more about how Safeguard Global provides the technology solutions needed for today's flexible work demands, visit us [here](#).