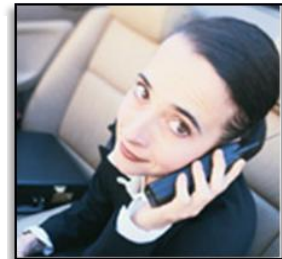


Stegmeier Consulting Group

WORKPLACE CHANGE MANAGEMENT

Mobile Workforce Management™ TRAINING SERIES



Overview

In the typical organization, prior to members of the Millennial Generation joining the workforce, more than half of managers were responsible for employees who worked offsite, yet only 12.5 percent of managers were provided education on how to manage remote employees. Today, several factors make this lack of preparedness even more of a concern. The workforce is becoming increasingly distributed by design, as telework, hoteling, shared-space environments, and other alternative workspace initiatives are being adopted by more and more organizations. Communications, consistently identified as an area for improvement in most organizations, becomes a top priority with four generations in the workplace. The shifting societal emphasis on work-life balance has impacted—and will continue to influence—when and where people conduct their job tasks. Lastly, when employment levels of businesses shrink in response to a weak economy, more work is done with fewer people. Sound decision-making needs to be pushed to every level in the enterprise.

Stegmeier Consulting Group's research findings have revealed that one of the weakest links to introducing a new workplace strategy to enable a more agile workforce lies in the lack of preparedness of both individual contributors and the business leaders to whom they report. We are pleased to introduce our portfolio of customizable programs appropriate for training the various levels of management and employees throughout your organization (Options include on-site 2 ½ hour, half day, & executive overview versions. Stegmeier Consulting Group also offers MobilityWorks™, online, e-learning solutions for both mobile workers and their managers.

Modules

Mobile Workforce Management™: Executive Overview not only educates senior leaders on the quantitative business case for workplace transformation, but also on the correlation between workplace design, workforce performance, and organizational results. The program addresses business leaders' reluctance to adopting new methods of managing people and assists in their self-discovery of the strategic importance of modeling the new behaviors expected of the

balance of the workforce. This educational program creates a sense of urgency amongst executives to not only engage in and support the workplace strategy, but to commit to reinforcing and holding individuals throughout the enterprise accountable for the appropriate use of the new work environment. Stegmeier Consulting Group's Executive Overview is focused on guiding business leaders on managing in the new workplace and taking the organization "from resistance to results".

Mobile Workforce Management™: Manager Workshop challenges the status quo and addresses managers' reluctance to lead the performance of staff they cannot see throughout the workday. The training prepares managers to lead a highly-mobile, distributed workforce, and shifts the definition of work from a place we go, to what we do to contribute to the success of the organization. The Manager Workshop strengthens and elevates leadership skills to a level suitable for maximizing the performance of the complex, 21st century workforce.

Mobile Workforce Management™: Employee Workshop trains individual contributors (teleworkers, mobile employees, and distributed staff members) on organization-specific policies relevant to your telework, mobility, or other workplace program, and emphasizes time management, productivity hints, accountability in performing their tasks remotely, and recognizing the differences between activities and results. The Employee Workshop can be tailored to suit various levels of autonomy of your workforce (conventional teleworkers operating from home vs. staff members who will be given the autonomy to work "anytime, anywhere"). In addition, the educational modules are highly customizable to integrate and reinforce your organization's branding and strategies for attraction & retention, employee engagement, work-life balance, and inspiring the multigenerational workforce.

MobilityWorks™ is Stegmeier Consulting Group's online, e-learning solutions for both mobile workers and their managers. Combining a proven change management approach with global best practices in on-demand, distance learning, MobilityWorks™ is an excellent method for training a large workforce and/or rolling out a workplace strategy globally. Highly customizable, the MobilityWorks™ platform can reflect corporate branding, and be adapted to various languages and cultural nuances.

Key words

alternative workspace strategy, alternative workspace environment, shared-space environment, open work environment, workplace of the future, virtual office, virtual workplace, telework, employee mobility, mobile workforce, distributed workforce, change management, cultures of entitlement, Web commuting, workplace transformation, hoteling, telecommute, productivity, flexible workplace, agile workforce, corporate real estate cost reduction, Critical Influences™ on behavior in the workplace, Innovations in Office Design: The Critical Influence Approach to Effective Work Environments

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