

6 TIPS for Your Growing Mobile Workforce



From companies utilizing an entirely mobile workforce to giving employees the tools necessary to untether them from their workspace, knowing what your mobile workforce needs for success will pay dividends into the future. After all, 64% of workers say it is very important to have flexibility to work from anywhere in their current jobs.

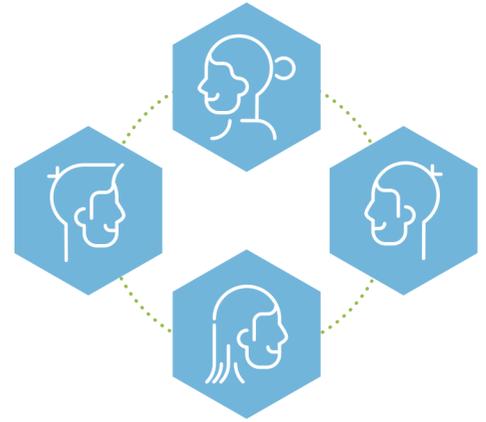
1 Know your employees.

Employees are becoming more and more tech-savvy. They want to be ahead of market and use the most recent solutions. To add to that, Millennials recently surpassed Generation X as the largest share of the United States' workforce.

71% General Population



85% Millennials



They Know Technology

Millennials grew up using collaborative tools online and utilize them in the workplace.

2 Provide flexibility and support.

Keeping Millennials' different employee needs in mind is important with mobile workers.



75% of Millennials want schedules without derailing career goals.



79% of employees say losing the benefit of working remotely would be a reason to explore other options.

3 Create policies and communication solutions.

Maintaining correspondence with offline employees is imperative to mobile workforce success. Establishing best practices with managers and employees sets expectation and ensure reliable workflow.



83%

Companies that don't have digital solutions for communicating with employees while offline

4 Identify which jobs will succeed remotely.

Some positions are better suited to fully remote or mobile work, while others might be better in-house.



40% of workers

are "able to conduct at least half of their total workload on a smartphone, tablet, or other mobile device."

5 Understand the importance of mobile solutions.

Remote work almost always requires mobile devices. To avoid cumbersome, difficult tech issues for employees, provide access to as much onsite company content as possible to maintain connectivity.



75% of companies

allow (or plan to allow) BYOD devices.



62% of employers

implement tools that enable workplace flexibility, such as chat/IM, video chat, mobile messaging, or an internal social network, as a way to attract and retain top talent.

6 Seek new ways to collaborate.

Swinging by your coworker's cubicle isn't realistic when you work offsite, which is spurring new forms of teamwork.



60%

Employees using mobile messaging apps at work



15%

Increase in employee productivity when companies use social collaboration tools

As technologies change to meet mobile workers' needs, companies must be on the lookout to adapt and provide the tools (including mobile solutions) their employees need to succeed.

SOURCES:

Nielsen.com; CIO.com; EY.com; "Internal Communications: Emerging Trends and the Use of Technology," Newsweaver 2014; ConnectSolutions.com; CompleteDataProducts.com; SoftwareAdvice.com; Redshift, "Future of Work Survey," 2015