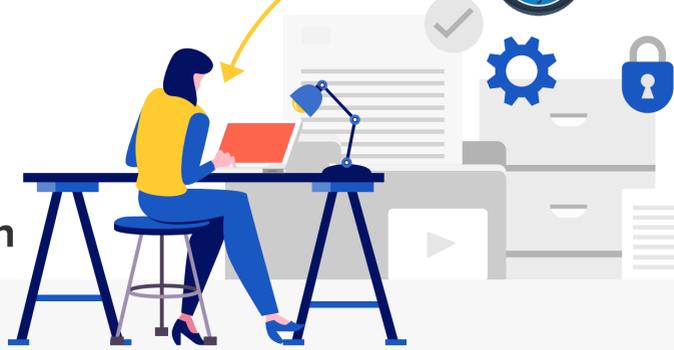


A POST-COVID19 WORKPLACE SCENARIO

Geographic borders
will be removed from talent
acquisition and putting
employees in global competition

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1. The Corona crisis has forced us, to let go our understanding of office culture.
2. The maturity of technology supports decentralized and remote collaboration.
3. With the learning curve from the „stay home“ period, companies can start to decentralize and to optimize their workforce

3 MAIN DRIVERS



TALENT WILL BE COMPETING IN A GLOBAL MARKET

Available platforms to
access and coordinate
freelancers beyond
borders



TALENT MANAGEMENT WILL BE LIKE JUST-IN-TIME SUPPLY-CHAIN-MANAGEMENT

Skilled and flexible talent
available in other markets
without labor law restrictions in
other markets at low costs.



OFFICE SPACE WILL BECOME OBSOLETE

With an increasing
decentralization of the
workforce, demand for
office space will decrease.

OPPORTUNITIES FOR LOWER LABOR COSTS WILL BE A KEY FOR COMPETITIVE ADVANTAGE



REDUCING COSTS PER LABOR UNIT

by including cost of living
adjustments and
arbitrage effects into
HR hiring strategies



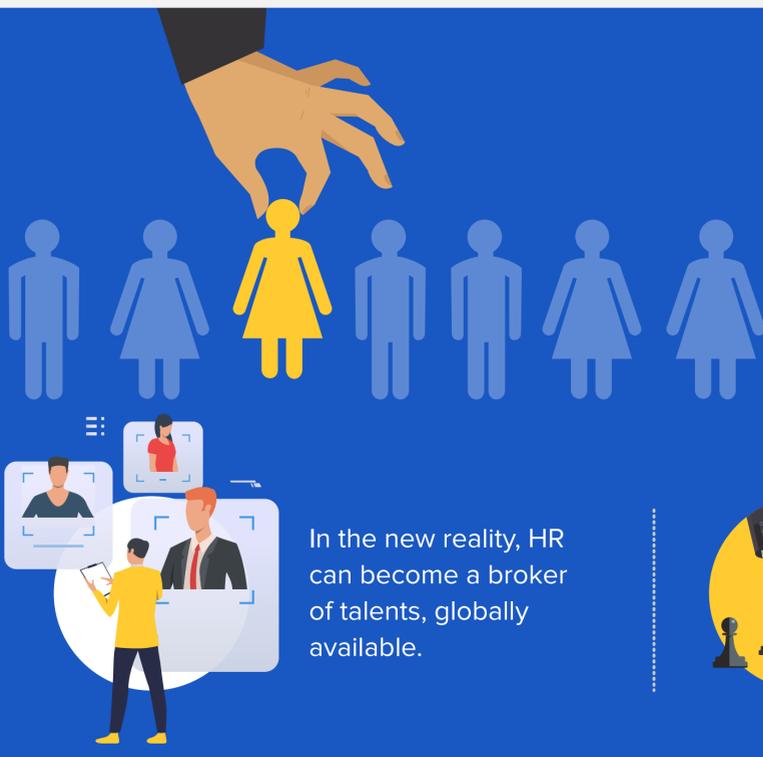
REMOVING IDLE RESOURCES

through the flexibilization
of knowledge and HR, adjusted
to the current demand for
projects and the organization



RECONSIDERATION OF REQUIRED FACILITIES

and downsizing
of space and repositioning
the remaining facilities to
areas of collaboration



HR WILL TRANSFORM TO TALENT PROCUREMENT EXPERTS, KEY FOR THE ADAPTABILITY OF THE ORGANIZATION

In the new reality, HR
can become a broker
of talents, globally
available.

It elevates from an
administrative pain for line
managers to a strategic
asset for the CEO.

MAKE OR BREAK - THE ROLE OF THE NON-EXECUTIVE BOARD

Make- or breakpoint is the culture of a
firm, under the influences and
responsibility of the non-executive board



Is change
embraced? or is
the organization
reluctant to adapt
to new market
conditions?



Is HR seen as an
administrative
department, or a
critical instance, to
create the
future?



Is the firm driven by a
culture of accountability,
as a basis for strong
project management
skills, critical for
decentralized
collaboration?



Is a strong vision in
place, motivating and
engaging employees,
and creating trust
between employees
and executives?

TAKE AWAY

- The post-Corona workplace reality will transform the way we work and offer chances for SME firms to globalize their talent pool.
- The new workplace reality is based on technology and is taking advantage of decentralization.
- Digital champions have better chances to adapt and survive.
- This holds the potential for cost efficiency, diversification of the team, and fast iterations of the evolution of the organization. A strong culture is key to be successful.