



Work anywhere, together

Rethinking global employee mobility

The remote work trend has accelerated the need for evolution of global mobility.

Companies that react and adapt quickly will find business as usual, while others may struggle.

Key business drivers

- Talent
- Risk management
- Flexibility
- Business alignment
- Cost management
- Employee experience

What are we hearing from the market?

- 80%** of U.S. workers say they would turn down a job that did not offer flexible working¹
- 25%–30%** of the workforce will be working from home by 2022²
- 79%** of remote employees say remote work increases their productivity/focus³
- \$7+ trillion** to be invested in making work more digital by 2023
- A 50% increase in remote work could lead to over **\$11,000** in savings annually per employee⁴

Having to respond to what could be the fastest social change in modern times, companies worldwide enabled remote workforces nearly overnight. What started as an extraordinary “work anywhere” pilot is now considered permanent in many organizations’ operating model framework. As a result, the new reality is a world where we focus on the work, instead of where it happens. We describe this transformation as, “Work anywhere, together.” It’s the new reality of work.

¹ FlexJobs, Remote Work Statistics: Shifting Norms and Expectations, Beth Braccio Hering (February 13, 2020).
² Global Workforce Analytics, San Diego, Kate Lister
³ Global Workforce Analytics, Telework Savings Potential, San Diego
⁴ Global Workforce Analytics, Latest Work-at-Home/Telecommuting/Mobile Work/Remote Work Statistics, San Diego (March 13, 2020)

What are the key considerations for work anywhere?

- Income tax and Social Security
- Immigration and employment law
- Regulatory and licensing considerations
- Change management
- Health and safety
- Corporate tax/permanent establishment
- Talent management
- Employment tax and Payroll tax

Bring work anywhere, together to life

Strategy and policy—A clear, documented strategy that aligns with your overall business and talent strategy while minimizing organizational risk

Structure—An organizational structure that allows you to operate in a tax-compliant manner, anticipating global and local compliance requirements

Compliance and process—An automated process to assist with managing complex global tax and regulatory requirements based on employee location, value, and service considerations.

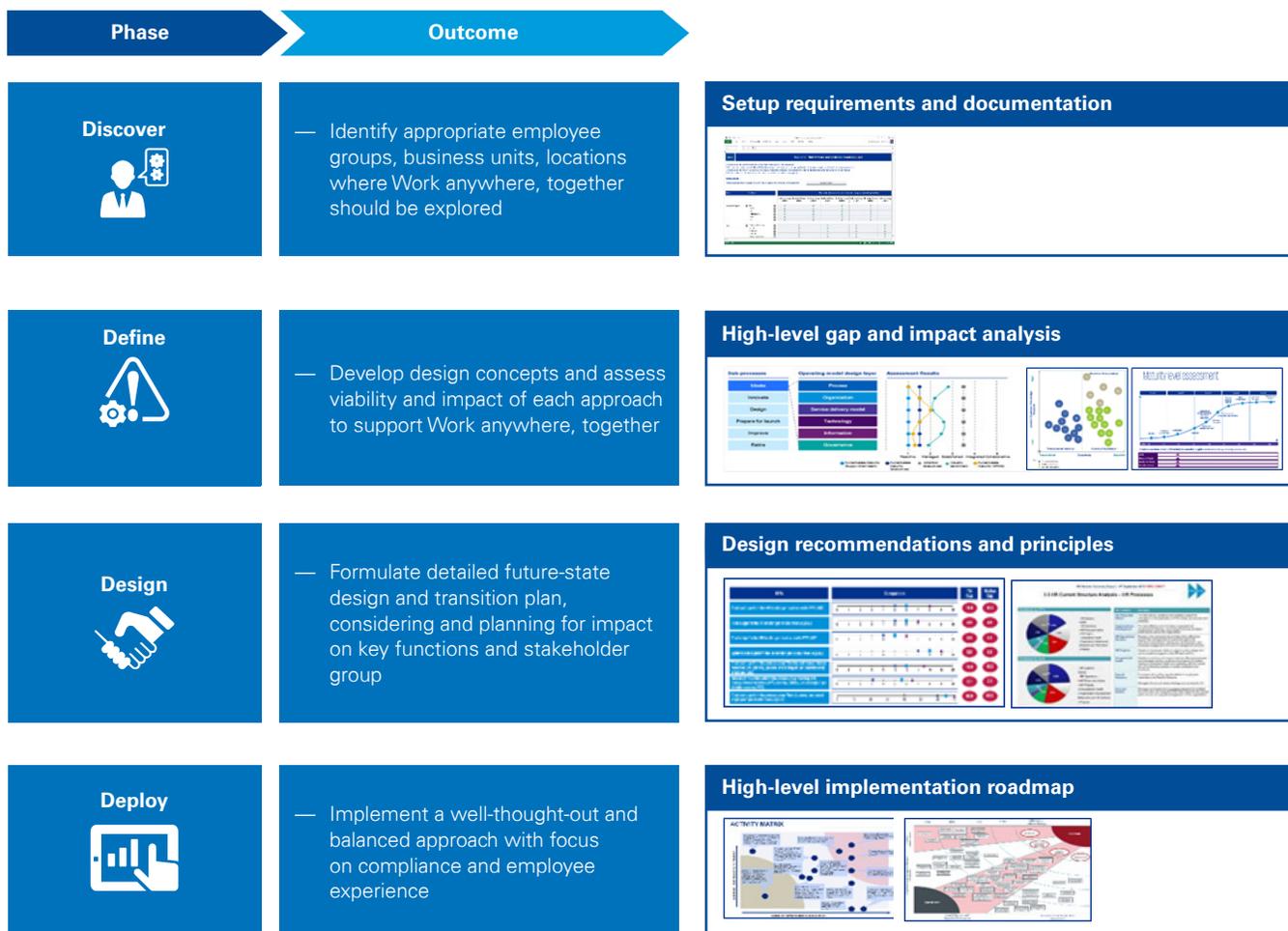
Risk and data analytics—Detailed cost analysis of the operating model, risk assessment, and quantification and measure of return on investment.

Change management—Deliberate and considered approach to initiating change and managing transformation.



Take the first step

Let's have a conversation to discuss your needs, identify areas of risk, and allow us to demonstrate our industry-leading approach. Let us help you **Discover, Define, Design, and Deploy your Work anywhere, together workforce model.**



Next steps: focus on work, not where you work!

We're witnessing an accelerated evolution...from global mobility—to global immobility—to the new reality of “working from anywhere.” Working anywhere, together is an employee-centered approach to supporting the transition from “working from home” to working anywhere in the world. Let us help you explore if this might be right for your organization.

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