



Considerations for Return to Office

A Conversation



Joy DesMarais-Lanz | COO, Synergos AMC

Lane Velayo | CEO, Synergos AMC

Meg Moulden | Account Executive, Personify

YOUR FIRM COULD BE...

- Hybrid, In-office, Fully-remote...
- Reconsidering what works best for your team
- Punting on developing/communicating a formal policy to staff
- Here to share, listen and/or learn about what is working for other firms

TODAY

- Look at Recent Headlines
- Why Hybrid? Why Remote?
- What We've Done: People, Office, and Tech
- Hear you from you!

“Less than a quarter (23%) of Gen Zers feel remote work is “very” or “extremely” important to them, per the National Society of High School Scholars’ [2022 Career Interest Survey](#). ”

- “Gen Z actually doesn’t want to work from home”, Fortune, June 22, 2022

“A flexible working arrangement is a top three motivator for finding a new job.”

- "Americans are embracing flexible work—and they want more of it",
McKinsey & Company, June 23, 2022

“Tesla workers are returning to office only to find there aren’t enough desks or parking spots for them”

- Fortune, June 28, 2022

QUICK STATS

Synergos AMC

- Hybrid work environment
- 2 Offices
 - Indianapolis and St. Paul
- 15 employees
- 20 clients

Personify

- Remote-First
- 4 Offices
 - Austin, Atlanta, Columbia, Toronto
- 200+ employees
- 30,000+ organizations

WHY HYBRID?

- Remote to someone
- In-office 3 days/week plus flexible schedules
 - What is flexible?
- Documented Policy

WHY REMOTE?

- Surveyed employees
- When are we going back to the office?
- Do your company values and guiding principles support a Remote-first consideration?
- Vaccination Policy

PEOPLE

- Onboarding new staff
- Types of Meetings
 - All-staff, weekly 1v1, happy-hour meetups, retreats, etc
- Implemented Teams (or Slack)
- CEO Tour 2022
- “Personify Pulse” – weekly corporate newsletter

OFFICE

- \$200 stipend for WFH equipment
- Switched to Zoom Phones
- Open office with designated spots
- Incentivize to come-in
- Access: Parking, building, Wifi

TECH

- Already Mentioned
 - Teams, Zoom Phones, Culture Amp
- "Work from Phone"
- Consolidated systems
- MURAL, Miro – digital whiteboard



Thank you!



Joy DesMarais-Lanz | COO, Synergos AMC

Lane Velayo | CEO, Synergos AMC

Meg Moulden | Account Executive, Personify