

Distance working



Organizing and managing smart working and remote working

Covid-19 has forced many businesses and employees to experience distance working. It is now crucial to develop the emergency instruments implemented in this phase into a structured approach based on a strategic and organizational rethinking of the way of doing business.

With Covid-19 emergency, terms as remote working, flexible working and smart working have become commonly known and used by many of us, even though they are often confused and used improperly.

Remote working is a kind of contract that allows employees to work from home, while smart working – an evolution of remote working – is a different way of working that provides the possibility for employees to flexibly and autonomously choose the working place, time and tools to use and is based on the sharing of targets.

Distance Working is Grant Thornton programme that, starting from the concept of remote working and smart working, aimed to develop a structured organizational approach in line with the specific features of each business.

Benefits

Employer

It is demonstrated that applying these working options in business processes brings advantages for the companies that implement them, including: increase in productivity, decrease in absenteeism, reduction of costs for physical spaces and re-design of working spaces, development of a result-oriented management culture, optimized use of technologies and digital skills, increased retention and attraction of highly-skilled resources.

Employees

- Improved work-life balance
- Increased personal wellness and lower stress

- Reduced transfers from home to work and vice versa
- Increased flexibility in the organization of working activities
- Increased attachment to the company
- Lower costs – approx. 2,000 Euros per year

Environment

Reduction in traffic and pollution.

Critical issues

Experiencing this new ways of working has pointed out some critical issues that could undermine their efficiency, if not properly managed.

This is why we are proposing a structured and organized approach that addresses all relevant aspects, in order to ensure a full effectiveness of the implemented changes.

Actions needed

1. Identify target business areas
2. Implement a target-based planning and management
3. Introduce collaboration, communication and monitoring management instruments
4. Update internal contracts, policies and regulations
5. Strengthen IT and security systems

Our services

We can support you in the arrangement and implementation of effective distance working programmes to deal with emergency situations and to plan structured actions.

Thanks to our multi-disciplinary team, we at Grant Thornton can effectively support your company in the application and implementation of distance working business plans for your employees.



The project phases

1. Analysis of the context
2. Strategy and planning
3. Project realization
4. Training and monitoring

360 degree support

Our customized and modular approach allows us to provide you with a 360 degree support in the project development, which is focused on a fully coordinated and synergic improvement of 5 different areas:

Strategy and planning

Regulation and contract terms

ICT and security

Organization of working activities

HR management

Customized approach

Our approach is not based on standard practices and any action is planned according to the specific needs of each client.

We can develop both short-term projects for the management of crisis and emergency situations, and strategic programmes to develop a new result-oriented management culture and an organization of working activities based on flexibility, autonomy and responsibility.

We can offer tailor-made realization plans, depending on the specific needs of our clients – full or pilot rollout + extended or incremental development, etc.

Our projects are usually developed on four phases, through which we ensure the contextualization, analysis and realization of needed actions, as well as the necessary assistance and support during activities (training, coaching, monitoring, ICT support).

Modularity

The adoption of a structured and modular approach, together with the availability of cross-disciplinary expertise, allow us to devise tailored and highly specialised proposals, providing client solutions which can meet all of your related needs, also through the activation of ad-hoc modules which can be required and activated individually.

Analysis	Implementation	Support
 Process mapping	 Policies and procedures	 Coaching and training
 Definition of KPIs	 Implementation of processes and KPIs	 Internal reorganisation
 Organisational structure and tools	 Monitoring	 Assistance
 Regulatory compliance	 Regulation and fulfilments	 Maintenance

What sets us apart

The experience of a global network combined with the effectiveness of a cross-disciplinary team can meet all of your needs.

Local culture, global expertise



Grant Thornton is one of the world's leading organisations of independent assurance, tax and advisory firms.

In Grant Thornton, 56,000+ people in more than 140 countries are committed to make a difference for their clients, colleagues and communities they work and live in.

Each project matters to us



We support our clients with a pragmatic though robust approach and consultancy services aimed at granting the best results.

We assist each client with a distinctive commitment and dedication, providing a high-quality and highly effective consultancy.

Focus on costs



We guarantee the maximum involvement and commitment to grant the correct cost-effectiveness to each project.

Our main object is to guarantee that we fully meet your targets at the lowest possible cost, as we believe that this is the right approach to build a trust-based, long-lasting relationship.

Quality resources



We are well aware that the final result depends on the quality and experience of the resources dedicated to your project. In Grant Thornton, we have a 1:11 partner to people ratio, compared to 1:16 of competitors, which allows us to assist our clients with a unique dedication and commitment, granting them the best quality and effectiveness.

A cross-disciplinary team

- Cross-disciplinary expertise and skills: experts in cost/benefit strategies and analyses, organisational and process consultants, tax consultants, labour and health and safety consultants, cybersecurity and ICT architecture experts.
- PMO guaranteeing to the corporate bodies an effective governance and control of the whole project
- Highest know-how, flexibility and adaptability to your needs

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