The Challenges of a Mobile Workforce
Posted by meggebrecht - 2009/10/15 11:32

Next to budget cuts, business intelligence and cloud computing, whatâ€™s one thing thatâ€™s on every IT leaderâ€™s mind? T increasing mobility of todayâ€™s workforce, and the challenges that represents.

It can be a difficult balancing act: Protecting your companyâ€™s data, while ensuring that staffers can access necessary information and applications when on the road or working at home. What tools is your organization using to overcome these obstacles? In what ways can companies make remote collaboration more effective?

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Re:The Challenges of a Mobile Workforce
Posted by jimfinnan97 - 2009/10/16 08:13

With broadband access ubiquitous these days from most home office locations, my company enables workers to work 1-2 days per week from their home. We have set up a Virtual Private Network which enables all workers to securely access the corporate network and all applications the employees need to perform their task. I find the VPN to be secure and generally reliable.

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Re:The Challenges of a Mobile Workforce
Posted by JohnSane - 2009/10/20 09:53

I've taken to allowing my reports to work from their homes 3 to 4 days a week and only coming into the office location when needed (staff meetings, special project work, or when implementing new programs across the infrastructure).

With today's VPN solutions and Cloud solutions there is little reason to worry about productivity. I think there could be a use for lower end solutions similar to what Cisco has employed with Telepresence. I'm wondering if Polycom or any other competitors have implemented lower end solution? Such solutions made more affordable would go a long way to making remote collaboration happen.

I knoow Microsoft and others are working on collaboration based products, so for example Sharepoint has become one of the most common ways for sharing data around the world. And certainly you've had a long run at making romote access to a PC possible via telecommunications based software solutions, but the basic structure remains flawed if we, as human beings, are going to be more collaborative working remotely. Something more seamless and more affordable needs to come about to address the question asked by Mr. Eggebrecht above.

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Re:The Challenges of a Mobile Workforce
Posted by groenfeldt - 2009/10/21 11:33

Think smart. The private banking group of Wachocia/Wells Fargo discussed event-based marketing at the Teradata Partners meeting this week -- in a proof of concept their relationship managers are notified whenever a customer has a deposit or wirthdrawal of at least $20,000 and more than 150 percent of their highest previous transaction in the last six months.
But they don't send the details to the relationship managers -- just a notice to find the details on an internal site.

Mobile and remote workers are becoming a major part of some firms' green efforts since they are determining that a big part of their carbon footprint is from commuting.

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Re:The Challenges of a Mobile Workforce
Posted by epearlman - 2009/10/28 10:08

In addition to the technology tools needed to make remote collaboration more effective organizations also need to pay attention to the communication challenges inherent in remote work. It's one thing to have the tools to set up a teleconference, but how do you engage the people sitting in their home offices when their attention is diverted by email,

texting and continuing to work on pending projects? How many people tune out at these meetings and don't pay attention to what is being said? How do you make people feel valued when their face time with other employees and their bosses is limited? These are the real challenges of mobile work.

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Re:The Challenges of a Mobile Workforce

Posted by meggebrecht - 2009/10/28 11:13

Good points on the communications front, Ellen. There's been considerable talk about the importance of keeping remote workers feeling connected through teleconferencing, but if out-of-office staffers are focusing on other work during the calls (and I agree that there's likely a tendency to do so), it sort of defeats the purpose.

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Re:The Challenges of a Mobile Workforce

Posted by yoonsie - 2010/03/02 23:56

On the subject of people-related issues, I wonder if some home-based workers feel, at least subconsciously, some pressure to be always working. When you work from home, you literally live with work. Does anyone know if companies are considering time policies for mobile workers to give them a more comfortable sense of work-life balance?

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Re:The Challenges of a Mobile Workforce

Posted by srw134 - 2010/03/04 15:27

As a person who works 100% of the time out of my home I have gotten use the the fact that work and home activities are often co-mingled. However, since I usually am working for myself and am not required to attend meetings and other office central activities I have little experience with these problems. It seems to me that a person can tune out a meeting in person almost as well as they can tune out a meeting sitting at home. The only real difference is that the person at home can be more personally productive by eliminating commute times. I am an advocate for many jobs just staying at home as the office has no real purpose. Of course there are those that require physical presence but many require very little. If the workforce could be trained to be more disciplined at home this work could be done well and on time and from their own house.

-sean

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Re:The Challenges of a Mobile Workforce

Posted by sediga - 2010/04/06 10:26

I work from home as well - but not all the time. When I go to the office, I am at work by 9AM. When i work from home, i am "at work" by like 7-ish. Checking my email, responding, etc... That doesn't end until the evening.
I usually want to work from home so I can catch up on some work from the office.
I used to work from home all the time, and let me tell you, I never stopped working.

more and more companies are doing this virtual work place thing. I think it is cheaper, but it requires some getting used to.

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Re:The Challenges of a Mobile Workforce

Posted by groenfeldt - 2010/04/06 13:05

I found that working at home occasionally was difficult -- it was easy to get distracted by little projects around the house. Once I started working fulltime from home, all those projects got finished or ignored. But like others, I wind up working some long hours, but I also can take the dog for a walk, do the (infrequent) leisurely lunch and I don't have to attend

meetings, which saves a huge amount of time. The occasional con calls rarely go beyond an hour, unlike some friends who sometimes spend an entire day on calls.

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Re:The Challenges of a Mobile Workforce

Posted by caragarretson - 2010/04/07 06:53

Time policies for mobile/remote workers is an interesting idea. For a long time I think there was a prevailing view among managers that if they couldn't see employees working, they couldn't control how much they worked. Initially I think that was with the assumption that they weren't working enough; now it may be that they are working too much. Ultimately if an employee is getting his or her job done, and done well, it shouldn't matter where they work. But I agree that people who work remote, especially from home, may feel the pressure to produce more just to prove they are working. Time policies (maximum number of hours a day or week working) would help them not feel that pressure. On the other hand, if so many hours are required to get the job done and the employee would rather do that work at home, then at least they have the benefit of working from their chosen environment.

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Re:The Challenges of a Mobile Workforce

Posted by epearlman - 2010/04/07 07:50

The old model of keeping an eye on employees to make sure they do their work seems predicated on the assembly line model of the industrial age. In the digital age, when its harder to tell when people are "working" (if you're staring out into space are you daydreaming about a vacation or thinking about how to handle a work-related problem) it seems so outdated.

I don't think that time policies for remote workers is the way to go. In the digital age I think individualism is central to how work gets done. It's the quality of the work that's key, and getting it done by the deadline too that matters. If I can finish my work quickly and have more time with my family, then great. If I take two hours out of my afternoon to go to a school event and then work at night to finish my work project, that makes sense for everyone.

Of course, at a time when there have been massive cutbacks, if workers are given too much work and it requires them to work excessive hours, then that is a problem. Honest, and open conversations with employees should reveal if there's a problem based on too few people to get the work done.

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Re:The Challenges of a Mobile Workforce

Posted by srw134 - 2010/04/08 01:37

This is one of those interesting problems, in my case I work for myself so if I choose to take a day or week off and it does not affect a project then I am the only person dealing with the lack of productivity. If I were to work for a company at home, some work is expected every day or every week. When I did work at an office it was typically not one office but many (as I was a consultant) and much of my written work got done at home anyway.

When I have had the more traditional work it seems like the micromanagement of employees never really works (unless you are in a highly undisciplined industry). I personally would rather manage a good team which I can hand projects to and simply expect occasional status updates and a deadline meet. If they complete it in 1 day or 6 months I don't care as long as the client is happy with the progress, and the pay is not affected. I do this all the time as this is what I do now for customers, they want something done they have an idea when they want it and I say whether I can or can't meet the date.

-sean

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Re:The Challenges of a Mobile Workforce

Posted by sediga - 2010/04/12 09:20

I agree with you, but there needs to be some accountablity in place. Don't you think?

Even is large organizations, employees (and contractors) are filling up timesheets. If you work for a gov't agency, you are still charging back to a project. The same goes for a number of other industries.

Trust and open communication is great, but I am not sure how upper management - finance folks included - would like the trust approach. I am all for it - I personally work better if I am left alone.

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Re:The Challenges of a Mobile Workforce

Posted by epearlman - 2010/04/13 14:11

An environment built on trust assumes that the people on a team are professionals and act like it. Accountability is built into those people's DNA--they want to complete their assignment and do it well. There's also team pressure, if someone is relying on someone else to get something done they will apply their own form of pressure. The idea of having a lot of middle managers, who spend their time checking up to see that others are doing their job, seems outdated. And if some individuals prove that they cannot be relied upon to get their work done well and in a timely fashion, well there is still the old-fashioned solution for it--replace them with someone who can.

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Re:The Challenges of a Mobile Workforce

Posted by srw134 - 2010/04/13 20:05

Accountability is something that is always required, the question is what determines the measurement. For me, I don't care how many hours you spend a week working (We are talking salaried employee's here), as long as the job gets done as expected. If you can do it in 1 day when others get it done in 5 then have 4 days off.

-sean

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cheap jordan shoes

Posted by jinchen - 2012/12/24 00:33

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of Prussia, Pa., Monday and towed a blue sedan car car cheap jordan shoes car from the parking lot to the police department, WPVI
Upper Merion Township police have issued an Amber Alert for for cheap jordans for the child. They have declined to answer specific questions
the crimes. Wisconsin Spa Shooting: Radcliffe Haughton's Estranged Wife Told Told cheap jordans free shipping Told the Court She Feared Her HusbandZina Haughton Detailed Years
Abuse 3 Days Before the ShootingBy ANTHONY CASTELLANOOct. 23, 2012— 2012— cheap jordans 2012— The woman allegedly killed by her estranged husband in
Wisconsin spa told a court three days before the shooting shooting replica designer handbags shooting that he threatened her for years and she feared
would eventually kill her if they didn't separate.Zina Haughton, 42, 42, cheap jordans 42, detailed the breakdown of her marriage to Radcliffe Haughton
her testimony at a Milwaukee County Courthouse Thursday during a a cheap replica designer handbags a restraining order hearing.Haughton allegedly opened fire at the Azana
& Spa in Brookfield, Wis., Sunday, shooting seven women and and cheap jordans for sale and killing three."Things have gotten so bad, Rad. I just
we need to separate. We need a course before before cheap jordans free shipping before you hurt me. Even if it's an accident...I don't
to die. I just don't want to die," Zina Zina knockoff designer handbags Zina Haughton said in courtroom audio obtained by ABC News
WISN.Radcliffe Haughton blamed his wife for the marital problems, accusing accusing designer replica handbags accusing her of infidelity."For 20 years, we've fought. He's hit

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