

# Teleworking and the virtual mode

The positives and negatives

**Inga Hanna Gudmundsdottir**

**Head of HR – European Free Trade Association**



# Covid

- Reactive approach
- Infrastructure was in place
- Overnight transformation
  
- We're still there!



# Recruitments



# Recruitments 2020

Feb

- First pre-recorded video interviews sent out 5 February
- End February – borders started to close

March

- Pre-screening video interviews for all vacancies
- Teams interviews with the panel
- Home test

April

- Online on-boarding

May

- First online-only staff member started home office
- Teams handover and overlap with predecessor

Sept

- Still fully online
- Working from home still the norm, voluntary return to offices



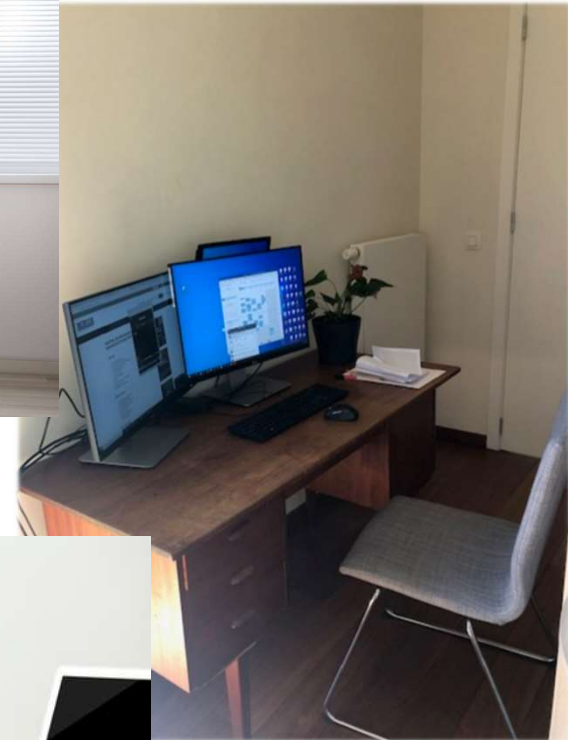
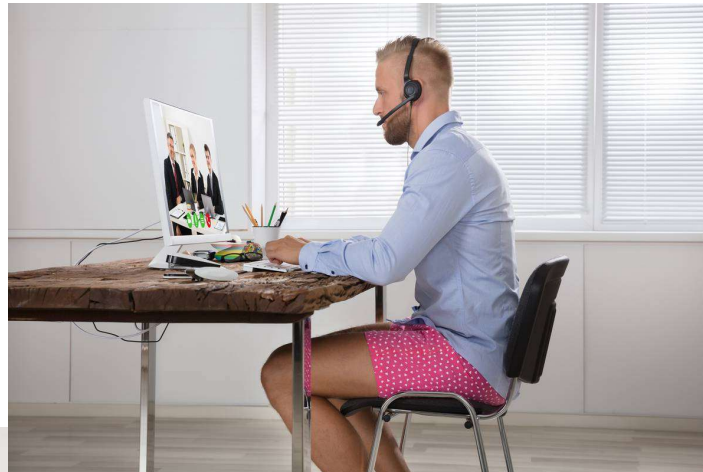
# Recruitments 2021?



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# Ergonomic



# Motivation



# Social



Shopping



School



Mail



Work



Meeting



Relax



News



Art



Sex



Movie



Bills

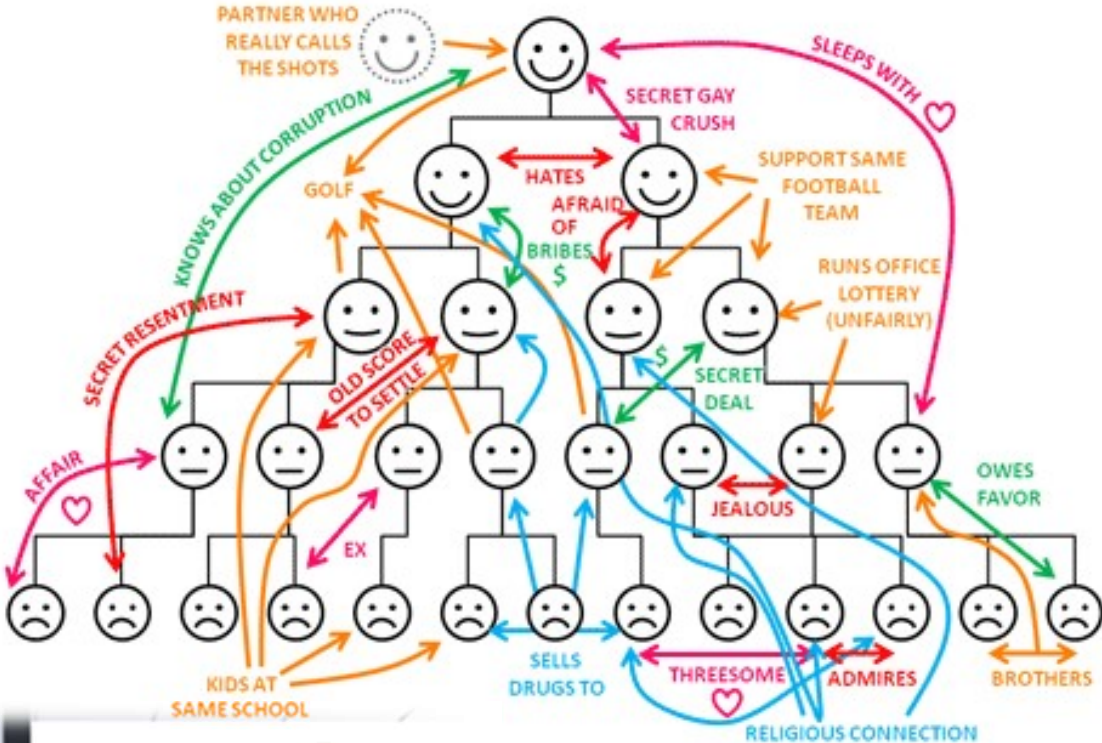


Chat





# Informal



# Food for thought

- **What is work to us?**
  - Tasks/responsibilities
  - Integral part of our being
- **What is the workplace to us?**
- **What do our colleagues mean to us?**
- **Travel to/from work**
  - A burden or much appreciated alone time?



# What has actually changed?

- Valuable experience
- Change in perception
- Change in mindset
- Connectivity from home
- Change in level of trust



# Benefits

- An interesting and welcomed shift
- Opportunity to improve
- Future of teleworking
- Environment
- Equal opportunities
  - 3 duty stations



# Challenges

- Managing and maintaining overview
- Workplace dynamics
- Social and informal
- Uncertainty
- If/when/how to go back



# The new normal

1. What do we want it to be?
2. How will we get there?

