




Ways of Working Survey Results

EFSPI Statistics Leaders Meeting




30th June & 1st July 2021

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8. Before the COVID-19 pandemic started, how would you describe ways of working in your company? Please select one of the following.

			Response Percent	Response Total
1	Staff worked on site full-time with no or minimal home-working		26.09%	6
2	Most staff worked on site with some staff working at home 1-2 days a week		65.22%	15
3	Many staff had a mix of on site and working at home arrangements		8.70%	2
4	Staff worked remotely only		0.00%	0
			answered	23
			skipped	0








**9. What is or are you anticipating will be new ways of working in your company?
Please select one of the following.**

			Response Percent	Response Total
1	Staff have or will return to work on site full-time with no or minimal home-working		0.00%	0
2	Most staff have or will return to work on site with some staff working at home 1-2 days a week		21.74%	5
3	Many staff will have a mix of on site and working at home arrangements		73.91%	17
4	Staff are or will work remotely only		4.35%	1
			answered	23
			skipped	0







**10. What are key changes in ways of working since the COVID-19 pandemic started?
Please select those that are applicable.**

			Response Percent	Response Total
1	Staff have more flexibility in their ways of working		82.61%	19
2	Staff value increased flexibility		78.26%	18
3	Staff better manage their work-life balance with increased flexibility		43.48%	10
4	Reduced attrition during the pandemic		8.70%	2
5	My company allows more flexibility in ways of working		78.26%	18
6	Managers and leaders support more flexibility in ways of working		86.96%	20
7	Other (please specify):		13.04%	3
			answered	23
			skipped	0










11. What have been key challenges you have encountered in ways of working since the COVID-19 pandemic started? Please select those that are applicable:

			Response Percent	Response Total
1	Staff working longer hours		65.22%	15
2	Less clear boundaries between work and private life		91.30%	21
3	Increase in the number of staff requiring wellbeing support (physical or mental)		43.48%	10
4	Reduced face to face time has led to reduced engagement with staff		47.83%	11
5	Concerns whether staff who prefer not to work off site are not as engaged or as productive		17.39%	4
6	Decreases in productivity e.g. staff with increased caring responsibilities		8.70%	2
7	Other (please specify):		26.09%	6
			answered	23
			skipped	0

12. What key benefits do you think new ways of working will bring? Please select those that are applicable.

			Response Percent	Response Total
1	Increased ability to recruit broader talent into my team		65.22%	15
2	Different ways of working becomes the new normal and accepted		86.96%	20
3	Measuring staff performance is more objective		4.35%	1
4	Staff have more control over how they achieve their goals		39.13%	9
5	Less business travel		73.91%	17
6	Other (please specify):		17.39%	4
			answered	23
			skipped	0

13. What concerns do you have about new ways of working? Please select those that are applicable.

			Response Percent	Response Total
1	No concerns		17.39%	4
2	I'm unclear what is a 'new normal' for ways of working		30.43%	7
3	I'm not sure how different ways of working impact how line functions collaborate		30.43%	7
4	Decrease in creativity and innovation		34.78%	8
5	My team may have less opportunity to influence		34.78%	8
6	I won't be able to understand how my team are doing with less face to face interactions		21.74%	5
7	It may be easier for staff to change jobs leading to an increase in attrition		30.43%	7
8	Reduced face to face interactions and staff getting to know each other		78.26%	18
9	Other (please specify):		26.09%	6
			answered	23
			skipped	0

Questions for Break-Out Sessions – Group 1

Q1 As leaders how do you plan to support your teams manage with new ways of working where there are less clear boundaries between work and private life and avoid staff working longer hours?

Q6 What can EFSPI do to support you as leaders and support the broader statistical community with embracing new ways of working?

Questions for Break-Out Sessions – Group 2

Q2 What are you doing or planning to do as leaders to increase how you maximise staff engagement where staff have less face to face time with the new ways of working?

Q6 What can EFSPI do to support you as leaders and support the broader statistical community with embracing new ways of working?

Questions for Break-Out Sessions – Group 3

Q3 As leaders how will you ensure with new ways of working your teams will continue to influence, lead and create opportunities to drive innovation?

Q6 What can EFSPI do to support you as leaders and support the broader statistical community with embracing new ways of working?

Questions for Break-Out Sessions – Group 4

Q4 How do the new ways of working affect how you are able to lead your team?

- Are there new opportunities for Statistical Leaders?
- How to recruit, develop and retain your team members?

Q6 What can EFSPI do to support you as leaders and support the broader statistical community with embracing new ways of working?

Questions for Break-Out Sessions – Group 5

Q5 What can EFSPI do to support you as leaders and support the broader statistical community with embracing new ways of working?

Q6 Will new ways of working change any aspects of the roles and responsibilities that your team have?

- Interacting cross-functionally?
- New opportunities?
- Reduced accountabilities?

Day 2 Break-out session

Reflect on the results and address 2 questions

Group 1 - Q1 & Q6

Armin Schueler

CRAIG MCILLONEY - notetaker

Mark Whitlock

Rene Kubiak - presenter

Stefan Driessen

Tina Christiansen

Group 2 - Q2 & Q6

Bruno Boulanger - notetaker

Christoph Gerlinger

Daniele Compagnone

Jens-Otto Andreas

Maylis Coste - presenter

Olavi Kilku

Group 3 – Q3 & Q6

Anna Karina Trap Huusom

David Wright

Frank Langer - presenter

Hans Ulrich Burger

Justine Rochon

Roland MARION-GALLOIS - notetaker

Group 4 – Q4 & Q6

Chrissie Fletcher

Frank Fleischer

Katrin Kupas - presenter

Lars Endahl

Simon Cleall - notetaker

Torsten Westermeier

Group 5 – Q5 & Q6

Annamaria Muraro

Emmanuel Zuber - notetaker

Giacomo Mordenti - presenter

Maria Dilleen

Mette Milsgaard

Michael O'Kelly

Note: a few participants are not able to attend the breakout session.

If the appointed presenter or notetaker is not attending the breakout session, we will ask for a volunteer