



SHOULD I PUT PANTS ON TODAY FOR THIS WEBINAR?

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CPAs & BUSINESS ADVISORS

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PRESENTER



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AGENDA

Really???. Do we need an agenda???. We're all sick of agendas for meetings. I hereby declare you have one agenda – free PowerPoint presentation...



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POLLING QUESTION #1 (WE ARE NOT TAKING NAMES!)

A. I'm dressed like this today



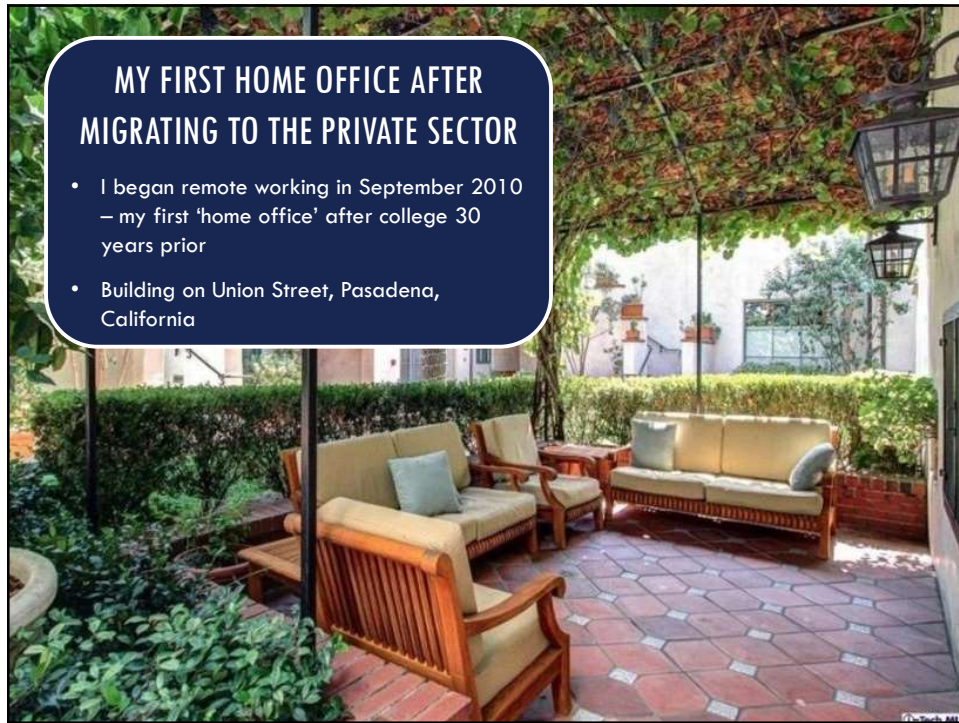
B. I'm dressed like this today



C. I'm dressed like this today – seriously!



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WHY THE GRAPE ARBOR DIDN'T WORK OUT

-  It was not a private space away from distractions – no door
-  Birds liked to eat the grapes – with birds you got...
-  Being under a grape arbor, lunch tended to be...
-  Was I skipping school most of the time?
-  My desk was my lap
-  The WIFI signal out there was... **nonexistent**




My second home office – the triangular desk
(The house is for sale if you are interested...)



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LESSONS LEARNED WITH MOVING TO A TRIANGULAR DESK IN A BEDROOM

- At most – 3 square feet of workspace – even a 13” laptop was crowded:
 - No room for printer or fax
 - No room for reference materials or client documents
 - Room faced a busy street – parallel to world famous Colorado Boulevard
 - Room also faced the San Gabriel Mountains (Mt. Wilson) – lots of distractions
 - Work and home life mixed

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PROBLEMS OF WORKING FROM HOME IN 2010 JUST IN TECHNOLOGY

- Internet service was DSL in Pasadena – *AKA Down Significantly Lately...* Other things heard from my first IT manager:
- Sure – you can bring your own device, but we’ve never done that before... I need to check with the other partners.
- We’re not sure you can hook into our system...
- We’re not sure of the security...
- Oh, you need a printer and a fax machine???
- What do you mean you need a license for Microsoft Word and Excel???. Why don’t you just copy someone else’s software???
- You mean you need a cell phone???



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MY CURRENT WORKSPACE – 5 YEARS LATER



Furniture and arrangement changed since this was taken in 2015

- Room size – 80 square feet, but with a closet with shelves
- U-shaped desks, but all surplus furniture
- ‘Hardwired’ into 1 gig per second router / cable modem
- Window faces a driveway (but property backs to a famous house)
- Not ideal but works



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LESSONS LEARNED **PRIOR TO 2020**

- Work from home takes a mindset:
 - Work hours are work hours – that’s it
 - A closed door means – STAY AWAY!
 - Just like at an office – lunch may be a working lunch
 - Keep the same routine as in work – the same system:
 - Use Outlook
 - Schedule where you need personal time for errands – be transparent
 - Work within your organization’s policies and procedures – don’t ask for special favors just because you’re working remotely – remember it’s a privilege
 - The internet is a lifeline – treat it as such
 - Use a headset – wired if possible
 - Don’t let small ‘to dos’ around the house add up



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AND THEN COVID HIT...

*Deadly Mystery Virus Reported in 2 New
Chinese Cities and South Korea*

New York Times – January 18, 2020 – Page A6

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THE LEAD STORY THAT DAY...



New York Times, January 18, 2020, Page A1

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SINCE THEN...

- We've all had to juggle home / work / family obligations in ways unimaginable one year ago
- One year ago – did you have:
 - Microsoft Teams?
 - Zoom?
 - Skype?
 - Google Meet?
 - Bandwidth issues as kids were not only remote learning, but also playing video games?
 - To worry about internet security issues as much as you do today
 - ... and that's just technology issues...



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ALL OF US ARE DEALING WITH VARIOUS FORMS OF INSECURITY

Necessities –

Food availability	Shelter	Career	Health	Family	Kids Education
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“When can we go back to the way we were...?”

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Dodger Stadium



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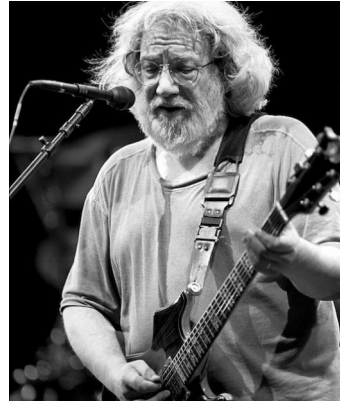
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EVEN ME...BEFORE AND AFTER SHOTS

**BEFORE COVID...AKA A
MILLION YEARS BC AGO**



**TODAY!...
1 YEAR IC (INTO COVID...)**



*Well...I wish I had that hair...
And could play...*




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LESSONS LEARNED 2020 TO NOW

- We're all trying to MacGuyver our way out of things...at the same time.
- Work / Life Balance is... not always balanced...
- Some organizations may be remote long-term (or have a permanent option).
- Downside - States and Cities becoming aggressive in taxation for long-term remote workers.



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LESSONS LEARNED 2020 TO NOW

- Productivity (remarkably) is doing OK:
 - Mercer HR study in September found that 94% of 800 employers surveyed said productivity was the same or higher than before the pandemic, even with workers remote:
 - 83% of respondents will retain (or increase) flexible work policies in place (either work from home or flexible scheduling).
 - 60% of employers are letting parents adjust schedules:
 - 22% letting parents to temporarily shift to part-time if needed.
 - 37% allowing parents choose when they do jobs that don't have a mission-critical date.
- Some (not all) employers are providing remote equipment / supplies stipends.

Study found at <https://www.shrm.org/hr-today/news/hr-news/pages/study-productivity-shift-remote-work-covid-coronavirus.aspx>

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POLLING QUESTION #2

For 2021, I am....

- a. Hopeful
- b. Anxious
- c. Feeling pretty good
- d. Going to retire



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KEYS TO SUCCESS-2021

- Pause when the going gets rough...
 - Reprioritize if necessary
 - Use the resources that your organization may have
 - Implement changes if necessary
- Realize technology is also 'macguyvering' things now:
 - 'Core hours' are no longer 'core hours'
 - Response time may be longer than just walking down the hall
 - Communication and collaboration may be abrupt, but necessary (the world does NOT revolve around me...)
 - Remote security protocols are changing daily – yes, there are hackers out there
 - Don't demand an expense reimbursement, but accept if offered



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IF YOU ARE MANAGING REMOTE WORKERS...TOP 10 TIPS FROM SHRM

- Set Expectations Early and Often
- Be Organized and Flexible
- Adapt the Length of Your Meetings (as well Teams, Zoom, Cell chats)
- Track your Team's progress
- Emphasize Communication

<https://www.shrm.org/hr-today/news/hr-news/pages/covid19-10-tips-for-successfully-managing-remote-workers.aspx>

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IF YOU ARE MANAGING REMOTE WORKERS...TOP 10 TIPS FROM SHRM

- Remember to LISTEN... it's a good thing...
- Build connections and be available to your team
- Provide a way to collaborate
- Resist micromanaging!
- Celebrate successes

<https://www.shrm.org/hr-today/news/hr-news/pages/covid19-10-tips-for-successfully-managing-remote-workers.aspx>

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OUR LAST POLLING QUESTION...

My work environment is going to be in 2021:

- a. Entirely in the office
- b. Hybrid office / work from home
- c. Entirely work from home
- d. Not sure



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QUESTIONS?

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THANK YOU

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