



How Prepared Are You For Place-Independent Work?

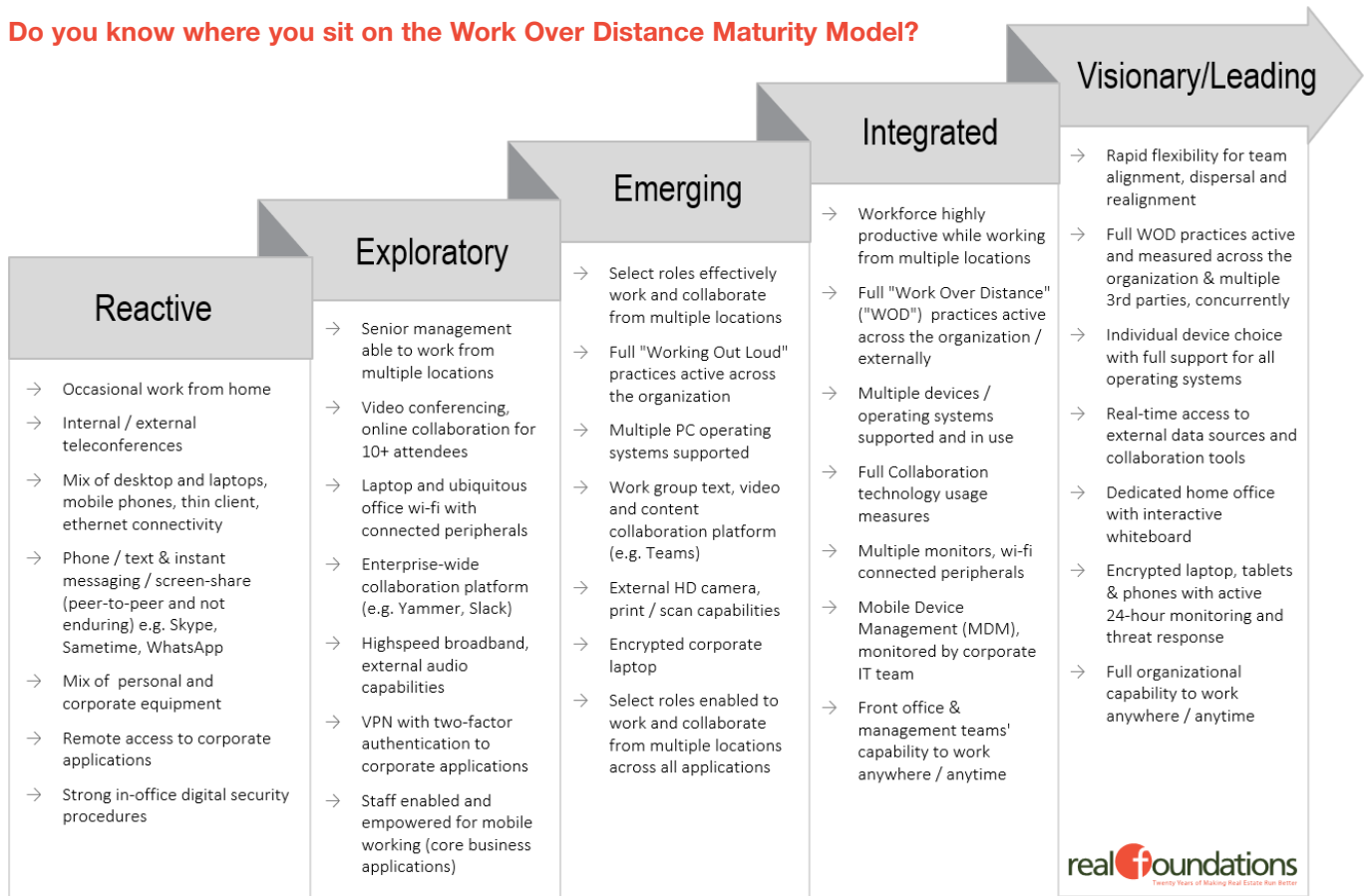
As the COVID-19 pandemic bears down on the world and creates a "new normal," one thing that remains the same is Real Foundations' (RF) commitment to providing service to clients and bringing innovative solutions to the industry. Because our business adopted a **modern digital workplace (MDW)** several years ago, we know how to get work done regardless of where we happen to be and have the ability to continue our work without disruption in these unprecedented times. If you are not familiar with the term, a MDW is a collection of tools and ways of working that use social collaboration techniques to turn any place into a place where work gets done. At RF, our MDW is built on the Microsoft 365 Ecosystem and includes Teams, SharePoint, Yammer and Stream Video.

We believe that one of the most valuable things we can do now for clients is to help them likewise continue operating without interruption as much as possible (and hopefully set their company up for a better way of working longer term). The first step

is determining how prepared your organization is to function in the current environment when workers are being sent home, even ordered to shelter-in-place, to protect everyone's health. Where does your enterprise sit on the Work Over Distance (WOD) maturity model (see graphic below)?

- Do you have the right infrastructure, business practices and culture — or at least some of the key elements — in place so employees can work remotely, with a high level of efficiency, ensuring business continuity?
- Equally as important, do your employees have the ability to share what they know and transparently discuss projects and initiatives — or "work out loud" (WOL) — in online "places" such as Microsoft Teams or Yammer?
- Do they have 24/7/365 access to the information they need to maintain productivity, regardless of where they are physically?

Do you know where you sit on the Work Over Distance Maturity Model?



If you're not sure how well your company is positioned for working in this way or you know it falls short, RealFoundations can rapidly assess your environment, identify needs and help build out these capabilities with you. This is increasingly important for competitiveness in today's non-stop world but critical in circumstances like those we are facing now. Maybe you want immediate, stopgap measures just to keep the enterprise functioning in coming months or perhaps you're ready to move to a full MDW platform for the long-term (or you might have a vision for something between those two ends of the spectrum.) We can help.

The Power of Microsoft Teams

RealFoundations is uniquely positioned to help because the firm has extensive experience and a track record of success with working over distance and working out loud as a result of leveraging the robust Microsoft O365 ecosystem, centered around Microsoft Teams.

Teams is a single, unified platform for communication and collaboration, offering one-on-one and group chat, video conferencing, document collaboration, curation and exchange of organizational knowledge, file storage, application integration and more. In addition to enabling work over distance, the platform allows for an unprecedented level of organizational knowledge sharing through working out loud, so all team members can easily and continually share what they know, learn from each other and apply that in near real-time when serving clients.

“We run our business on Microsoft Teams, one of the world's leading enterprise collaboration platforms. It's a necessity for optimizing productivity because our clients and 400-plus employees are dispersed all over the world. Teams, Yammer, Stream and the other pieces of our collaboration ecosystem empower us to efficiently serve clients wherever they are physically located, significantly reducing travel while producing better business outcomes through knowledge sharing.”

— Chris Shaida, Chief Executive Officer, RealFoundations

Strengthen Your Capabilities Now

Our design-build-deploy methodology begins with an initial assessment of a company's culture, technology, infrastructure and security governance program to determine readiness for working over distance and working out loud. There are five levels of readiness. At the least-prepared end of the range is an enterprise that operates out of a single physical office and conducts business through face-to-face meetings, desktop technology with a thick client approach, and email and shared file servers for document storage.

At the most-prepared end of the scale is the organization that's comprehensively structured for and already operating accord-

ing to WOD and WOL principles. Employees can always be very productive because they: 1) are equipped with encrypted devices that have 24-hour monitoring and threat protection; 2) have real-time access to external data sources and information; and 3) engage in technology-enabled, collaborative practices that include constant information and knowledge sharing, video meetings and more. They can complete their assignments anywhere and anytime, delivering what RF calls “place-independent work.”

Following the initial current-state assessment, RealFoundations analyzes the results and develops recommendations for a modern digital workplace design as well as a roadmap for deploying collaborative tools and practices. Project duration and costs depend, of course, on a variety of factors including where your company is in the maturity model, current technology and application landscape, security governance, size of your organization and how it is being impacted by the COVID-19 situation, if applicable.

In the meantime, though, while deciding how to proceed, here's a checklist of things you can do immediately to tide your organization over, pending conversion to or expansion of a work over distance, work out loud or full, modern digital workplace model.

- Outfit team members with mobile computing devices (laptops, tablets and things like monitors, printers, headphones/video cameras for collaboration).
- Ensure that the enterprise's network devices allow remote access (firewalls with virtual private network connectivity) so that critical applications can be accessed from remote working locations.
- Document, share and enforce expectations for remote work (discipline, wifi/minimum bandwidth, dedicated workspace, file access/sharing, video calls and productivity measures).

RealFoundations Can Help

RealFoundations is qualified to help with implementation of immediate and/or long terms solutions. We have been recognized as a world leader in digital collaboration by SWOOP Analytics, a Microsoft partner that offers a solution for analyzing and benchmarking how well companies collaborate when using Microsoft Teams and Yammer. According to SWOOP's 2020 Teams benchmarking report, “RealFoundations has repeatedly been among the top performers in SWOOP's annual Yammer benchmarking and now follows this with a similar leading performance on Teams.”

Regardless of where your company sits on the Work Over Distance Maturity Model, contact us today to learn how our Modern Digital Workplace solutions can help you effectively continue operations over distance. To get started, email info@realfoundations.net, call +1 682-350-3279 or use the red “Contact Us” button in the upper right corner of any page on our website.

RealFoundations is a professional services firm focused on the real estate industry. With offices on four continents, 400+ client-serving professionals and off-shore delivery capabilities in India, RealFoundations provides Management Consulting, Managed Services and Technology Enabled Solutions to developers, owners/operators, service providers, institutional investors and corporate occupiers. From the building itself to the way it is used, operated and financed, no firm understands the inner workings of the entire real estate ecosystem as well as RealFoundations.