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## Creating Balance In A New Workforce Environment

Work from home was a lifesaver in 2020, a catalyst that showed leaders they can provide workforce flexibility, and now the challenges begin...

The return to the office is a welcome sign in the fight against COVID and a relief to leaders who are eager to get back to the familiar ways they manage their teams. In Oklahoma, leaders and employees, alike, called digital platforms the “saving grace” for their company, allowing them to shift to a distributed workforce rather than shut down completely.

More than survive, adapting to remote work enabled many to thrive. The experience will not easily be forgotten, and mounting data shows not everyone wants to.

Nearly two-thirds (63 percent) of people don't want to go back to working full-time in the office, according to an Oklahoma statewide case study of work and digital communications during COVID. Many participants in the multi-sector study prefer to work remotely two to three days per week, indicating a permanent shift in the workforce to a new way of life.

Remote work was more successful than expected, but in 2021 the challenges begin.

**Read Scott's full discussion of this topic on the [Future Point of View Blog](#).**

**Best Format/Placing in a Conference:** This is a another very popular topic of Scott's. It's a very versatile topic and can be placed anywhere in a conference or an organization's meeting. It's great for the opening keynote or closing keynote of an event. This topic is very relevant, and it is on every leaders' mind in every industry.

**Notes for the meeting planner:** This is a talk that is both timely and practical. Scott combines highlighting a few new trends that people might be aware of and adds a few over the horizon trends that are completely new. To this Scott adds the delivery of practical technology tools, or concepts that can be used immediately.

**The challenges Scott will address and provide actionable steps to overcome in this speech are:**

- Uneven willingness to work full time in the office
- Distrust of workers not willing to work in the office
- Abuse of a flexible workforce model
- Creating desired cultural elements and building teamwork with new and remote workers
- The emerging class system: Resistant, Reluctant, Rewarded
- Reimagined and renovated central office space