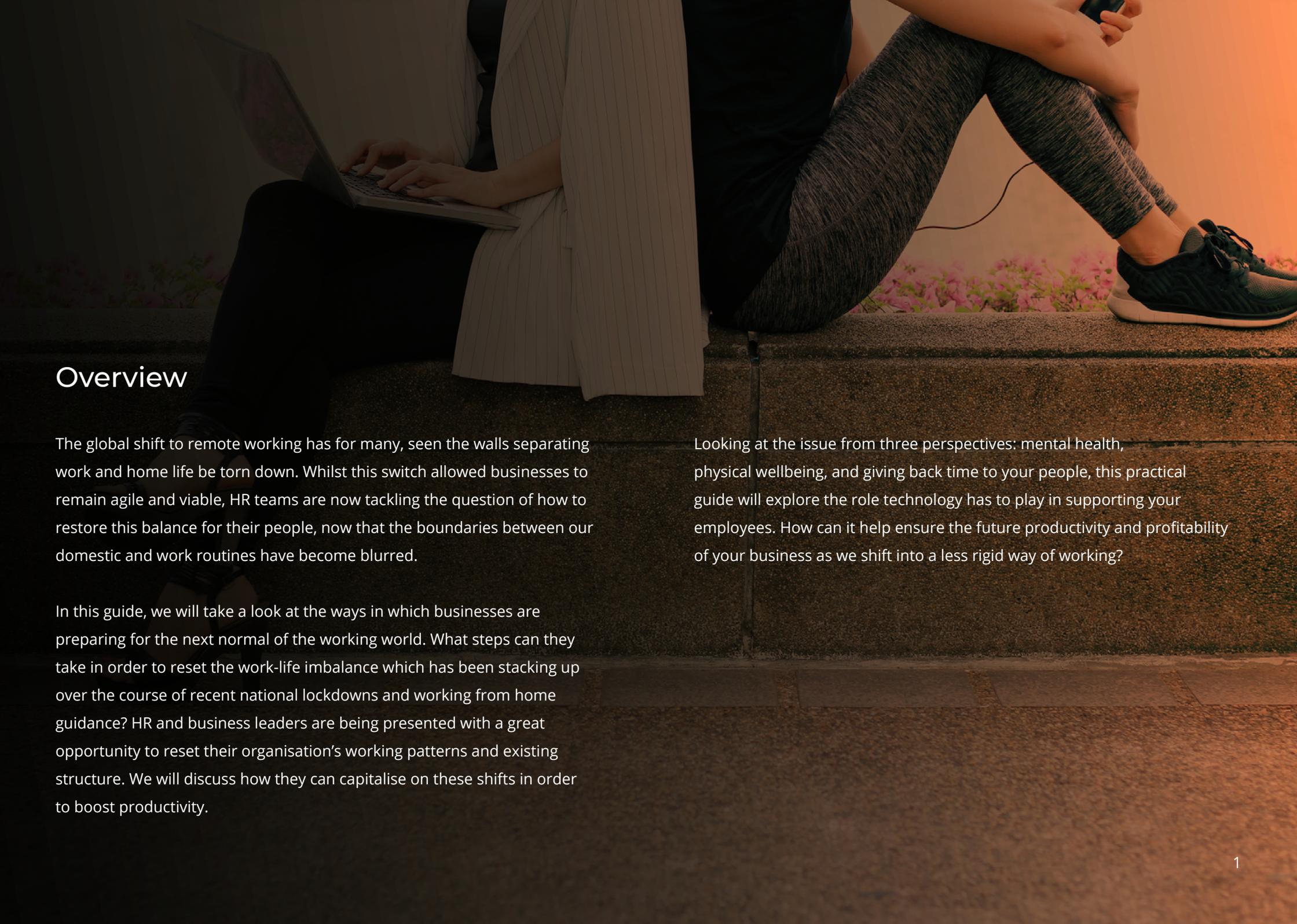




Resetting the work-life imbalance and boosting productivity

WHITEPAPER



The background image shows two people sitting on a concrete ledge. On the left, a person wearing a white blazer is sitting cross-legged and working on a laptop. On the right, a person wearing grey leggings and dark sneakers is sitting with their legs crossed, holding a smartphone. The scene is set outdoors with a warm, orange-toned background, possibly during sunset or sunrise, with some pink flowers visible in the distance.

Overview

The global shift to remote working has for many, seen the walls separating work and home life be torn down. Whilst this switch allowed businesses to remain agile and viable, HR teams are now tackling the question of how to restore this balance for their people, now that the boundaries between our domestic and work routines have become blurred.

In this guide, we will take a look at the ways in which businesses are preparing for the next normal of the working world. What steps can they take in order to reset the work-life imbalance which has been stacking up over the course of recent national lockdowns and working from home guidance? HR and business leaders are being presented with a great opportunity to reset their organisation's working patterns and existing structure. We will discuss how they can capitalise on these shifts in order to boost productivity.

Looking at the issue from three perspectives: mental health, physical wellbeing, and giving back time to your people, this practical guide will explore the role technology has to play in supporting your employees. How can it help ensure the future productivity and profitability of your business as we shift into a less rigid way of working?

Introduction

Businesses across the country are now faced with a unique opportunity to reshape the structure of their workplace. They can craft a working model which would see the end of the traditional, rigid routines of old. A flexible working model will be essential for businesses looking to remain agile moving forward. However, business leaders will need to be aware of the impact caused by the blurring of divides between work and home life, and be able to mitigate any challenges this change could inadvertently present.

Work-life balance has been one of the aspects of the employee experience most fundamentally impacted by the shift to home working. The lack of physical divide between workplace and home space - as well as the exacerbation of [always on culture](#) due to the increased uptake in virtual work platforms - mean that employees may have found it increasingly difficult to disconnect from work and create that much needed separation and down-time.

What seems clear is that a hard reset back to the previous way of working is extremely unlikely: [A CIPD survey](#) examining the lessons garnered from working from home has found a sustained appetite for a flexible working model moving forward, with 63 per cent of employers planning to introduce or expand the use of hybrid working to some degree, depending on the nature of the work.

71 per cent of those surveyed also felt that the flexible working model had no detrimental effect on their productivity. A further 33 per cent found that working from home had actually boosted their output.

This marks a cultural shift from [existing preconceived notions](#) which used to cloud people's perceptions of home working. Businesses have survived the rigours of the past year only by remaining agile and responsive. As we look to move out of the pandemic, organisations will be able to take on board the lessons of the past twelve months and use them to inform how they create their new working structure that works for them. The challenge for business leaders will be to not simply strive for a return to normality but to take the next step and be bold in their planning.

In this paper, we will be exploring some of key factors which business leaders will need to take into consideration when planning the new working structure of their organisation. We will be looking into the impact that remote working has had on the mental and physical wellbeing of the workforce, and what organisations can do to support their people in this regard.

We will also be discussing the idea of employee benefit and rewards schemes. How can companies ensure their employees feel engaged and rewarded, even when working in a remote capacity? Finally, we will be asking what your organisation can do to give back time to your employees, doing your part to reset the work-life balance of your people.

Business leaders are now presented with a unique opportunity to fundamentally rework the working structure of their organisation. They can collaborate with their employees to develop a workplace that helps safeguard their people while driving productivity and performance.

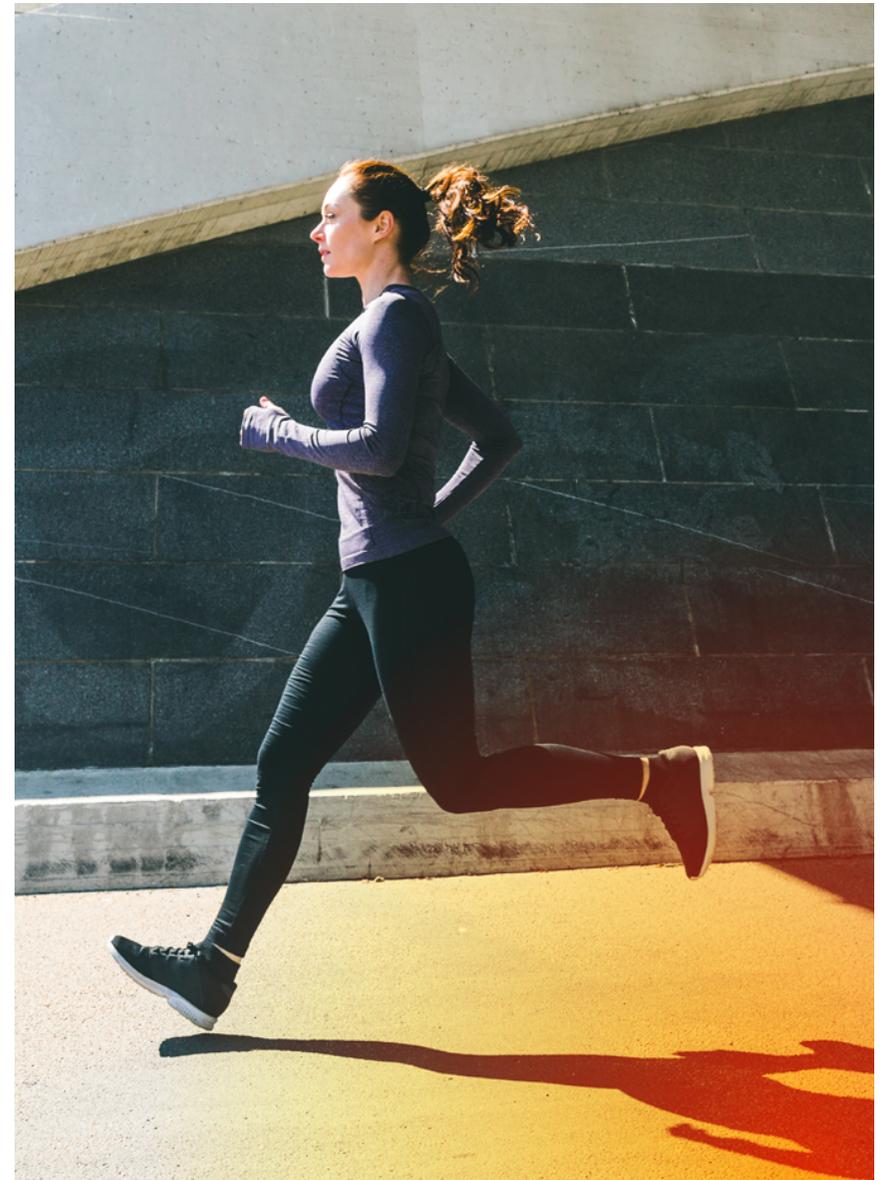


Mental Health

It is an unfortunate truth that the events of the past year will have had a profound effect on the mental wellbeing of many. [A study by Mind UK](#) into the impact of the pandemic on mental health found that just over half of young people (57 per cent) and adults (53 per cent) without experience of mental health problems had a lower than average wellbeing score during lockdown. This rose to more than three-quarters for those with pre-existing mental health conditions.

This raises the very valid issue that unfortunately in many instances, the employees that businesses are welcoming back to the workplace will have experienced significant declines in their mental wellbeing. When considering how best to make the most of the new flexible working world, employers have a very real obligation to ensure their people's mental wellbeing is taken into account.

When building this new workplace, business leaders need to factor in the individual needs of their employees. Whilst for many of us, a return to the office represents a sense of much needed normality, [research by the CIPD](#) found that more than two-fifths of the UK workforce have previously expressed anxieties around returning to the workplace. These concerns demonstrate the fundamental impact that the past year has had on the mental wellbeing of many. It also emphasises the role that employers must play in championing positive change around mental health.



Anxieties and the danger of being 'always on'

One of the biggest contributors to employee stress and anxiety has been the proliferation of the 'always on' culture.



Did you Know?

[A study by Aviva](#) found that half of those surveyed felt that they never fully switch off from work and the majority of young adults admitted to regularly checking emails outside of work hours.

The huge upswing in the use of technology and the mass adoption of virtual platforms such as Zoom and Microsoft Teams have been instrumental in helping organisations remain agile and effective, even in the midst of a global health crisis. However, the boons brought by these technologies also have to be weighed against the negative impacts they can have on employee wellbeing: The RSPH report that more than half (56 per cent) of those who started working from home said they found it harder to switch off, while almost two in five (38 per cent) said the change had disturbed their sleep.

Ultimately, it is business leaders who determine and drive company culture and it falls to them to set clear divides. HR teams also act as champions of company culture and therefore, it is important that HR professionals are proactive in having discussions with employees who are going above and

beyond in working beyond their normal hours. They need to ensure that employees understand the importance of switching off and disengaging with work at the end of the day. The Economist suggests that employees match the behaviour of the hierarchy and that if lower level employees see exec level leaders responding to emails out of office hours, then they also feel pressured to do the same. This leads to increased levels of anxiety and stress for employees who never feel truly disengaged from the office space.

It is important that businesses set the standards and drive forward a company culture that rewards productivity but isn't expecting their employees to be connected at all hours of the day. As we begin to develop new working structures, leaders should have frank and open discussions around work-life boundaries and set appropriate expectations. Upfront conversations with your people will go a long way towards avoiding speculation and reducing employee anxieties. Employees should also be encouraged to take advantage of annual leave and to disengage from the workplace, in order to allow themselves to rest and relax.

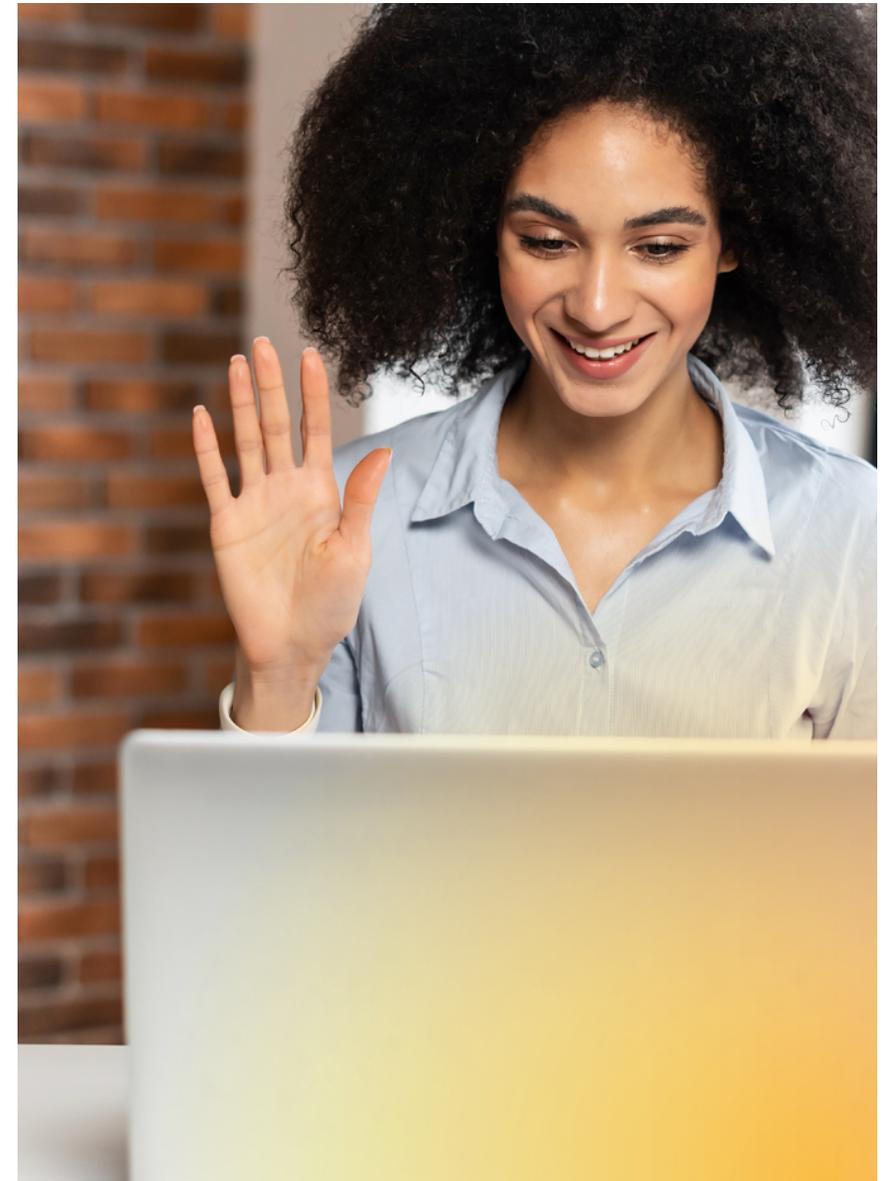
Companies who insist on driving 'always on' cultures will only see an increase in levels of anxiety and frayed nerves among employees. Well rested, engaged employees not only feel happier and more secure in their jobs but will be far more motivated to help your organisation drive profitability and productivity moving forward.

Making work more social

The other major challenge for organisations moving forward is reintroducing the social aspect of work and helping a flexible workforce to feel connected. [With many UK employees](#) reluctant to return to the office full time, the traditional function of the office space as a social hub will inevitably decline as flexible working models become the new norm. The real question for HR teams will be how to maintain that social element beyond using tools such as Zoom quizzes as a constant crutch.

The same virtual platforms introduced by businesses in order to remain agile and competitive during the course of the pandemic seem likely to evolve to help facilitate the connectivity of businesses and their remote workforce. One of the greatest concerns for HR teams and business leaders moving forward is ensuring that organisations operating on a hybrid working model can remain effectively connected.

Will flexible working bring with it perceived trust issues between onsite and at home workers? The traditional function of the office as a collaborative space naturally alleviated these concerns by making social interaction and workload visibility a natural part of the working day. Engendering trust within your hybrid working model will be an essential consideration when looking towards the future strength of your organisation.





Did you Know?

A [study by Forbes](#) found that in organisations with greater levels of trust, employees experience 50 per cent higher productivity, 76 per cent more engagement, 74 per cent less stress, 40 per cent less burnout and 29 per cent more life satisfaction.

Utilising HR platforms and other systems can help teams organise meetings online to fit around any schedule, avoiding a disconnect between office-based and remote workers. The adoption of new technology will be critical in creating a unified and seamless employee experience.

Virtual platforms are also the perfect opportunity to reintroduce the social element into the workplace. In lieu of a wholesale return to the office space, businesses will need to ensure that they are creating a friendly and welcoming atmosphere, regardless of an individual employee's working requirements.

[Research by Human Resources Today](#) found that 96 per cent of people surveyed felt that virtual team building had improved their relationship with their teammates. A further 94 per cent stated that it had helped facilitate open dialogue in the workplace.

Many platforms have emerged over the course of the pandemic, designed to fill the gap left by traditional social interaction. Activities such as virtual escape rooms are a brilliant way to bridge the divide between co-workers and ensure there is a healthy social balance within the workplace.

HR systems can also push through company updates and these platforms are ideal for keeping all employees up to date with any upcoming social gatherings. The adoption of new technology is one of the most effective ways of ensuring that your people remain connected, no matter where they are working from. This allows you to foster a working environment that promotes honest and open communication and also creates a seamless employee experience between remote and office-based workers.

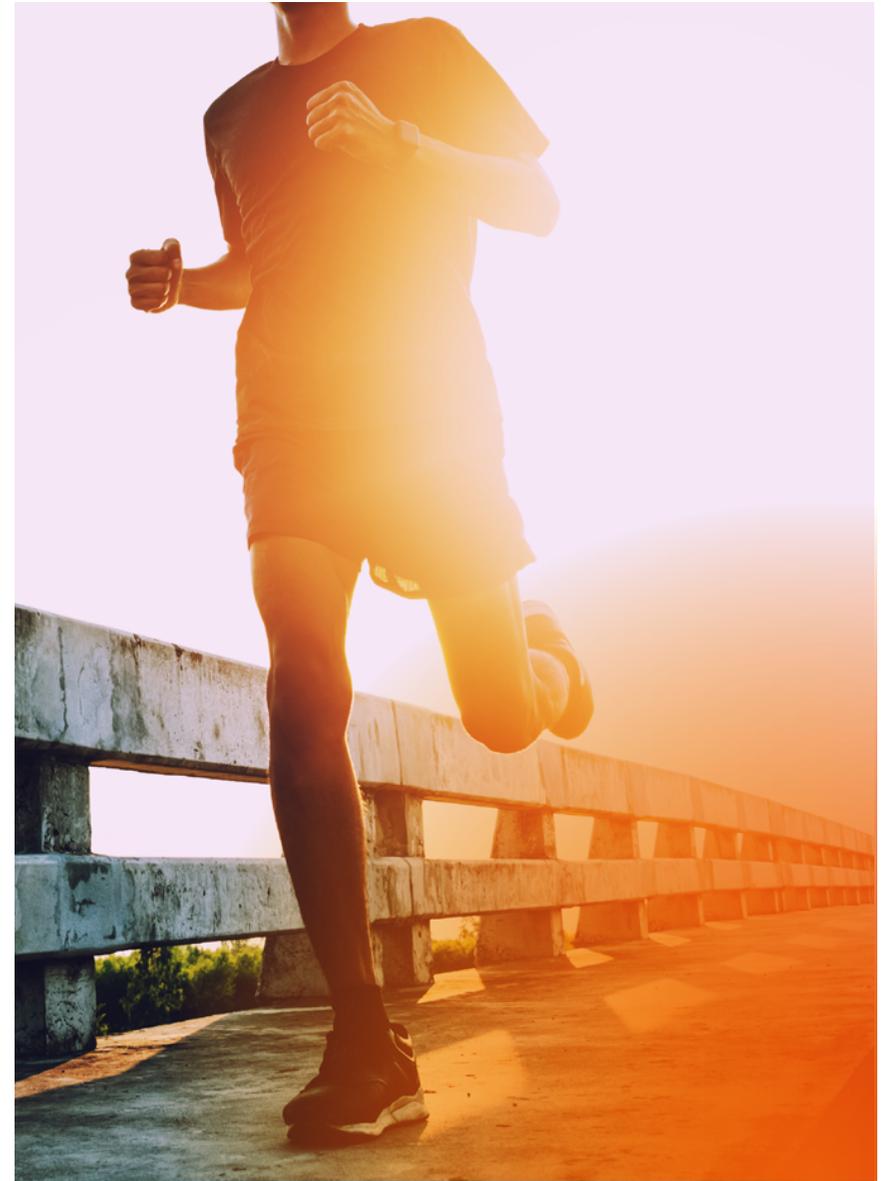
It's clear that employee priorities have shifted somewhat. The stresses of the past year have placed a greater level of awareness on individual wellbeing and the ability of organisations to safeguard employees wellbeing. Organisations who are able to demonstrate a commitment towards positive mental wellbeing, as well as promoting an inclusive and social culture, will find their employees are far more engaged, happy and productive.

Physical Wellness

It was almost an inevitability that a year of social restrictions would have a negative impact on the physical health of the workforce. With stay at home orders being put in place, along with the sudden absence of the daily commute, many found themselves overnight living a far more sedentary life than anticipated.

Although the original lockdown restrictions in March 2020 did allow daily exemptions for people leaving their homes to exercise, confusion around the new restrictions as well as understandable anxieties about the pandemic resulted in many people not taking advantage of the recommended daily exercise allowance.

The closure of gyms and leisure facilities also meant that for many, their exercise routines were fundamentally disrupted. No longer were employees cycling to work or walking to the tube or bus stop, or popping down the high street on their lunch break. This has had a particular impact on members of the public who have existing and sometimes hidden medical conditions such as arthritis. This is because the more traditional forms of exercise still available during lockdown, such as running, [have been found to](#) lead to high degrees of trauma impact which can aggravate such conditions. Gyms and other leisure facilities in most cases offer guidance, equipment and courses which allow people living with existing physical conditions the ability to exercise safely and in a way that takes into account their needs. This is something that may not be possible at home.





Did you Know?

[A study by Sport England](#) found that 30 per cent of people surveyed felt they had become physically weaker over the course of lockdown.

For many people, their workplace may have represented their main point of exercise. Many organisations offer on-site leisure facilities which are normally free to use for employees or at a greatly subsidised cost. Organised sport such as five-a-side football teams are also a common part of the social fabric of businesses and also a popular way to encourage weekly exercise.

Visits to other nearby facilities such as local gyms or swimming pools will have also been removed from daily routines. With the introduction of social restrictions, many people will have found themselves cut off from their traditional forms of exercise.

This leads to particular problems for organisations who will have undoubtedly noticed the impact lockdown restrictions had on their people. [Research by the Royal Society for Public Health](#) found that 36 per cent of people surveyed found they were experiencing disturbed sleep and feelings of irritability linked to a lack of physical activity. Coupled with the understandable mental strain and heightened anxieties that came with the pandemic, the impact a lack of physical exercise has on a person's level of engagement and focus is clear to see.

Fortunately, as we move away from social restrictions, sporting activities have already made a return, which will undoubtedly come as a relief for many. As workplaces begin to look at their post-pandemic working set up, it will be more important than ever that business leaders are assessing their organisations and considering what they offer in the form of incentives for physical exercise.

[Sport England](#) found that 58 per cent of people they surveyed said that they were looking to greatly increase their levels of physical activity after lockdown, suggesting that physical wellbeing is ranking highly as a priority for many. HR teams should be considering how to factor this appetite for physical activity into the everyday office routine. Offering standing desks and encouraging walking meetings can help break up some of the more sedentary aspects of the working day.



Our Advice

The adoption and continued use of virtual platforms such as Cloud-based HR systems will be an asset to companies looking to promote initiatives and schemes designed to encourage physical wellbeing among their people.

The past year has seen a rise in the number of virtual exercise platforms available online, a development which looks to survive into the post-pandemic world due to their accessibility and cost-effectiveness. Organisations would do well to factor in this new trend and to explore the possibility of introducing shared virtual exercise sessions for both office-based and home workers.

Push through company updates regarding leisure facility subsidies or shared sporting activity to all members of your workforce, regardless of where they may be working.

Exercise is about much more than the physical wellbeing of your people - it's also a fantastic opportunity to introduce a team building and bonding element into the workplace, eliminating pervasive feelings of cabin fever that may come from home working.

The physical impact of working from home

As well as being faced with an overnight shift to a more sedentary lifestyle, people have also had to scramble in order to ensure that they had a suitable working set up at home.

It's easily taken for granted but the convenience and ergonomic set up of the office isn't necessarily simple to replicate at home. Many people don't have the luxury of dedicated office space or spare rooms in which to work, with many being relegated to working from sofas or bedrooms. A year on from the first work from home orders and the physical impacts have been significant.



Did you Know?

According to research by the [RSPH](#), 39 per cent of people surveyed have claimed to have developed musculoskeletal problems as a result of working from home.

The impacts of working from home are also found to be felt more keenly by those of us living in shared accommodation (41 per cent of people living with housemates finding the set up to be having a negative impact, compared with 29 per cent who live on their own or 24 per cent who live just with their partner, according to the same research by the RSPH.)

[With 48 per cent of those working from a sofa or bedroom](#) having admitted to musculoskeletal deterioration and loss of sleep, it is clear that their employers have a huge role to play in facilitating the comfort and wellbeing of their people, particularly as we move towards a more permanent flexible working model.

[HCM systems](#) and other similar technologies are a major asset in ensuring HR teams and business leaders are always aware of the needs of their people. Like with much of the new working world, communication will be key in ensuring that organisations work towards a set-up that is beneficial for both themselves and their employees.

By making use of new technologies, businesses can effortlessly communicate with their people. They can make arrangements for distribution of appropriate office equipment to home workers to ensure their productivity and wellbeing aren't impacted by physical discomfort. If the switch to home working is to be permanent, business leaders need to make sure they take care of the physical wellbeing of their people.



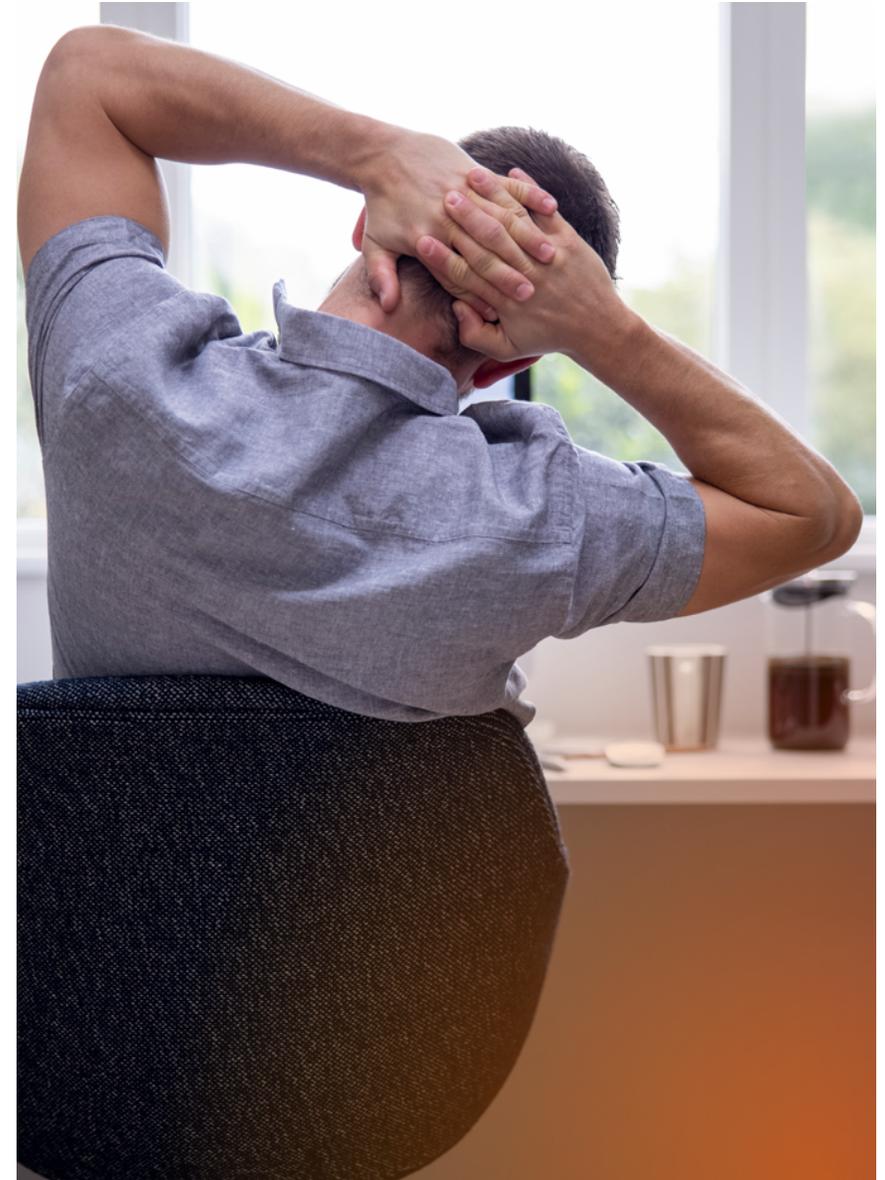


Our Advice

HR teams should be encouraged to hold regular conversations with employees to figure out whether an office-based, remote or hybrid working model will be the most beneficial.

Ensure employees are guided to resources such as [guidelines by Bupa](#) detailing best practices for home working such as stretching exercises and encouraging regular breaks. This may seem common sense but it's easy to overlook these things when in the routine of a particular way of working.

Ultimately, the emphasis should be on driving performance and ensuring that your people feel supported regardless of their working arrangements.



Safeguarding the office space.

[With many employees reluctant to return to the office](#), it is paramount that measures for making the workspace as safe and compliant as possible are being put into place by business leaders today.

[Government guidelines](#) have been made widely available detailing a list of best practices for safeguarding the office space. Measures including readily available PPE equipment for employees, physical barriers such as Perspex screens and socially-distant seating arrangements are all effective measures. These are all highly visible demonstrations of your commitment towards the safety of your employees.

A [report by Mckinsey](#) highlights some of the predicted trends for the future of the workspace, with increased use of digital platforms and hot-desking being recurring themes for organisations looking to reduce the physical proximity of their people.

It is likely that the more basic elements such as PPE will remain for industries such as retail or hospitality and leisure where face-to-face contact with customers is an inevitability. For office spaces, we can predict a continued use of Cloud-based systems and virtual meeting platforms in order to keep people connected without the need to occupy the same physical space.

With continued success of the vaccine rollout nationwide, there will likely be a subtle change in the way in which organisations make their office space safe. With risks of infection hopefully greatly reduced as more and more people receive the vaccination, focus is expected to shift away from emergency protective measures, such as face masks and barriers, and move towards cultural shifts in how we now perceive the office space.

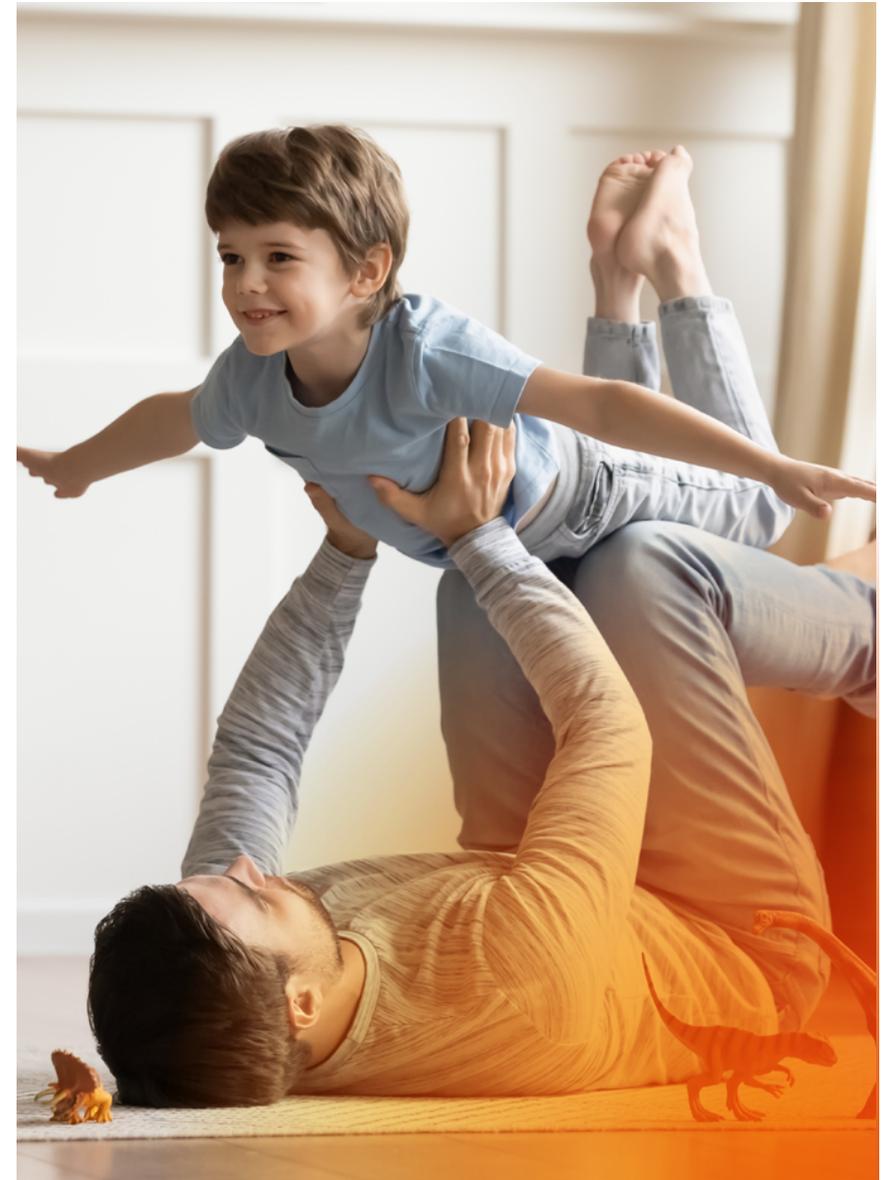
As with most things, business leaders will be instrumental in championing changes and cultural shifts. Employees take the lead from executives in terms of ethos and company culture. Therefore, the success of reworking the office space will be predicated on the ability of the business hierarchy to embrace change. This is another area in which HR teams should act as pioneers, driving initiatives forward, promoting positive reinvention and asking the question: what if your actions spoke louder than words?

Ultimately, the vision for the workplace of the future appears to be one where the office acts as a social hub or touchpoint for colleagues, as opposed to being a mandated working space. Business leaders have an opportunity to create an environment that emphasises flexibility and also demonstrates to their people that they have the confidence in them to know they are capable of managing and driving their own performance.

Giving Back Time

The most challenging aspects of the greater shift to remote working has been one of balancing work and home life. [As it rapidly became apparent](#) that a large majority of the workforce had adapted well to working from home, with productivity levels staying the same or in many instances, exceeding that of pre-pandemic levels, we saw a steady erosion of the preconceived notion that working at home was a gateway to laziness.

This has been instrumental in changing the way in which we see remote working and will hopefully play a huge role in determining the shape of the working culture moving forward. This shift has however, led to a situation where the structure of the working day has become more fluid and the clearly defined parameters of a work day have gone out of the window.



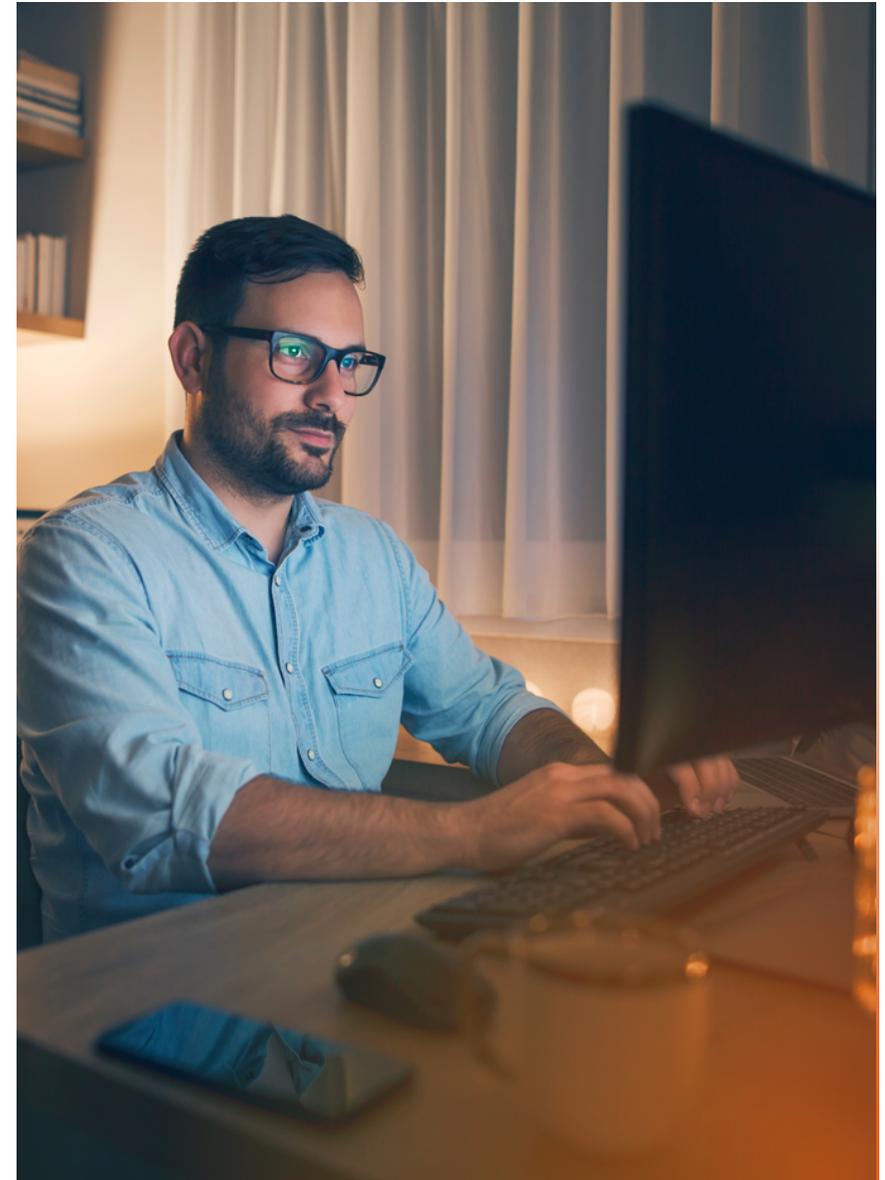


Did you Know?

According to a survey by Flexjobs, more than a third of respondents said they had been spending more than two hours each workday commuting.

A study by NordVPN Research teams found that on average, employees in the UK are spending a longer time at their desks than pre-pandemic. The research found that UK employees have increased their working week by 25 per cent, logging off at 8pm on average.

With the daily commute having become a thing of the past for many over the last twelve months, it's natural that employees will have taken advantage of the time gained by being at home, using it to stay ahead of their working schedule. However, this data suggests that employees are going above and beyond in many instances and the lack of a clearly defined divide between work and home life is causing a degree of time theft which is potentially harmful to the long-term wellbeing of employees.





Our Advice

This is another area in which HR teams and business leaders should act as thought leaders, encouraging discussion around healthy work-life balance.

Making use of time management systems where employees can clock in and out remotely is a great way of getting oversight of working hours. This allows teamleaders and HR professionals to have discussions with employees who are routinely working late and talking through what steps they can take to help bring back an element of balance to their day.

Work and the demands of home

[According to research by the CIPD](#), employees who found the shift to remote working the most stressful were those with families at home. Having to balance the demands of raising children and a full-time job is a challenging enough prospect for most people. With the majority of UK school children learning from home for most of the year, many workers found themselves trying to keep on top of their schedules in an environment full of unprecedented disruptions.

Whilst many of these emergency measures have since relaxed, a move towards a more permanent hybrid working model means that businesses will have to be aware of the demands placed upon home-based workers. They won't necessarily have the luxury of having the office to act as an insulating layer from their domestic lives.

Rather than seeing this as a roadblock to productivity and success, businesses should consider how a flexible model can help shape the culture of their organisation. Real world obligations such as doctor's appointments, trips to the dentist or children being off sick from school, no longer need to have the power to derail whole working days.



Our Advice

By encouraging your HR teams and team leaders to build discussions around flexible working structures, you can enable your people to work their schedule to suit them. This means any unexpected occurrences don't have to lead to undue stress and anxiety.

Fostering independent schedules can also have significant impacts on the confidence, security and job satisfaction of your people, empowering their productivity.

Rewarding your people

As many businesses have felt the financial impact of the past year, traditional reward schemes of pay increases and bonuses have unfortunately, had to take a back seat. This has left organisations with a riddle of just how to reward their people for their performance in a year when financial incentives aren't necessarily viable.

[Research by Aviva](#) has found that interestingly, the appetite for employee benefits has begun to trend more towards the work-life balance. 41 per cent of those surveyed cited salary as their main metric for assessing employers, with an even percentage citing work-life balance as their other priority.

In their top ten list of benefits, annual paid leave and flexible working hours far outrank other, more financially motivated reward schemes. As we begin to move more towards a sense of normality, this may come as a surprise to many organisations who assumed that monetary-based benefits were the ones that mattered to their people. The upheaval of the past year has for many, emphasised the importance of asserting that clear divide between work and home life. The realisation of the positive mental and physical impact it can have has shifted it upwards in people's priorities.

When looking at how to reward your people, organisations who have had to tighten their belts should therefore, not find too much cause for concern. The indication is that as long as salaries are competitive, employees want to ensure they are being catered for when it comes to flexibility and time off. Organisations would do well to push benefits around these requirements, as this will help in attracting and retaining the best talent.



Our Advice

Employers should be encouraged to have discussions with their people around rewards and to find a structure which benefits employees based on their needs.

With the data supporting a greater desire for rewards that strengthen the work-life balance, business leaders also need to ensure that their company culture reflects this, encouraging employees to make full use of their time off.

With [more UK employees working longer hours](#) since the switch to home working, it's important that employers redress the balance. Business leaders will find that giving time back to their employees will go a long way towards helping support the work-life balance. It will also help their people to disengage more effectively from the workplace out of hours, allowing them to rest and reset their focus, ultimately boosting their effectiveness.

HR systems are the ideal platform for promoting company benefits as well as gauging employee interest. With [28 per cent of employees](#) in larger organisations citing lack of interest as the main reason for not taking advantage of reward schemes, it's evidently important that businesses are having discussions with their people about how to develop benefits they engage with.

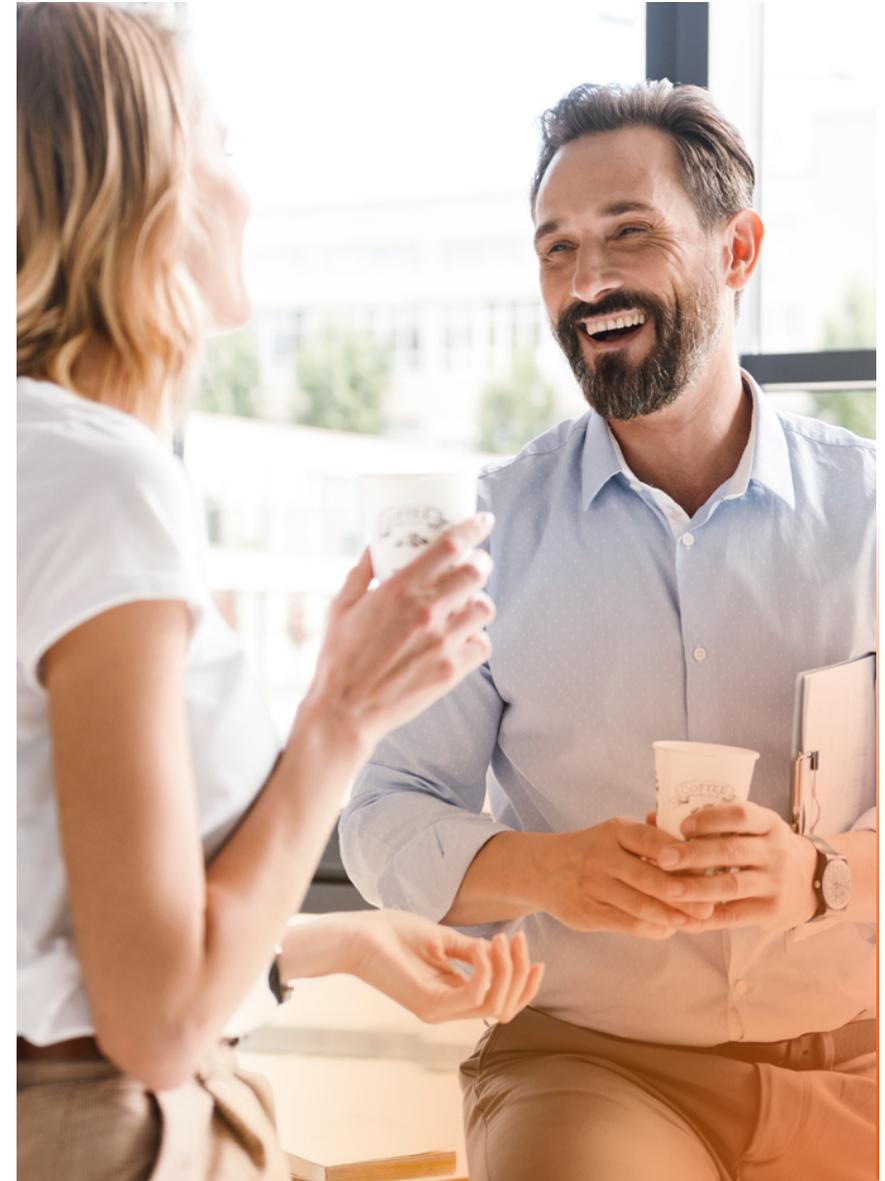
Conclusions

The adaptability and resilience of businesses across the UK has never been more apparent than over the past year. The move to flexible working as well as the adoption of new processes and systems by employers and employees alike, has enabled organisations to remain successful even throughout a period of great upheaval.

As we move towards the future, it is important that business leaders take the time to acknowledge the sacrifices made by their people. They need to consider the impact of the past twelve months on the wellbeing of their employees and what steps they can take to redress the balance.

With the nation now beginning to look at the structure of the new working world, business owners and HR professionals have been presented with an unprecedented opportunity to reshape their company culture. By acting as thought leaders within their organisations, owners and HR teams can drive discussions about the shape of their businesses and engage with their employees to create a culture which achieves success through nurturing the wellbeing of their people.

Putting open and clear channels in place for employee communication will aid discussions around the new structure, meaning remote workers avoid feeling isolated and disconnected from the wider business. HR teams should encourage regular catch ups in order to assess the structure for individual employees, and identify any problem areas or address concerns around work-life imbalance.



Ultimately, what a successful working model looks like will vary from organisation to organisation. What is clear however, is that businesses who wish to embrace the future and ensure they are driving productivity and profitability, will need to make sure they are taking into account the greater needs of their employees. Businesses are being presented with an unprecedented opportunity to re-evaluate their working model and to avoid falling back into the rigid structures of old. Regardless of your organisation, it is clear that there are some universal trends which business leaders will need to be aware of when building their new structure:

The technology and systems in place for organisations should be sympathetic towards enabling the mental and physical wellbeing of their people. HR systems are an effective way for businesses to stay engaged with their employees, regardless of where they may be. HR professionals can use this technology to encourage open discussion around wellbeing and act as champions of your company culture.

Ensure every employee has a comfortable working set up, whether in the office or at home. Use your HR systems to create an inventory of office equipment and drive discussions with employees to ensure they have access to the equipment they need.

The work-life balance differs for each employee. When building your future strategy, take into account the needs of the individual and encourage discussions around what sort of working model will be best for each employee.

Acknowledge the sacrifices made by your employees. If your people have been working late hours consistently, give them the time back. Encourage your people to make full use of annual leave.

The continued adoption and use of technology that allowed businesses to remain agile and competitive over the course of the pandemic should now be folded into long-term business planning. Foster environments where employees aren't tied to a single office location and every employee is equally connected to the heart of the business.

The new working model should allow for everyday disruptions. Doctors appointments and the like don't have to be an issue - allow your people the independence and flexibility they deserve.

Employee rewards are trending away from the financial. Make sure your company is pivoting to meet these changes and bringing employees into the fold for discussions around benefits schemes. Research is showing that people want more flexibility and time away from the office - is your business ready to meet these needs?

Ultimately, business success is tied into employee wellbeing.

Employees who are able to effectively disengage from work each day, will find themselves happier, well rested and more productive.

Call to Action

As we look towards the future, it is clear that the success and profitability of businesses is inextricably linked to the wellbeing and productivity of their people. Business owners and HR leaders are driving discussions today about how to create a culture that rewards and looks after their people. Here are some points to consider:



Flexibility

When addressing the work-life balance of employees, it's important to remember that there will be no catch-all solution to suit everybody. Encourage discussions with your people in order to find out more about their working day and what you can do to ensure that they feel as supported and secure as possible.



Driving culture

Business leaders determine the culture of their organisations. Create an environment that encourages employees to disengage from work outside of office hours. Time and attendance systems can help identify people who are going above and beyond and can help HR teams redress the balance and avoid burnout.



Giving time back

Benefits and reward schemes can be just as crucial for employees as salaries. Cloud-based HR systems allow your people to remain connected to your business and aware of the benefits available to them. Time and attendance systems also allow instant visibility of annual leave allowance and can help your HR teams encourage discussions around taking time away.



Technology and tools:

The continued use of virtual platforms for meetings and catch ups can ensure a seamless employee experience, regardless of where they are working from. Implementing "self-service" HR tools can also grant your employees the freedom and confidence to structure their own working day, freeing up your HR teams.



How we can help

We know that right now is a critical time for looking at the shape of your organisation and making sense of what the future may look like.

Advanced is here to help. Our HR, Payroll and Performance Management technologies are designed to help businesses stay connected with their people. They can help organisations to drive discussions about the needs of their employees, what can be done to support their mental and physical wellbeing and how to empower their productivity - regardless of where they are working from.

Our Cloud HR software is designed specifically to eliminate reliance on rigid, outdated systems. We understand the need to remain connected with your people and Cloud HR offers you the tools to ensure that those most critical to the success of your business remain engaged and supported. We believe that as we move towards the future, HR needs to become more human.

HR teams are pioneers, they shouldn't be held back by mundane day-to-day tasks. The right systems can give them the time to innovate and transform the employee experience, raising engagement and making a difference to their people.

Our software solutions are built around best practice, empowering people to focus on what's important to achieve their goals, making work easier and safer.

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