

Organizacija rada na daljinu

Projekat: Digitalne kompetencije i rad na daljinu | mart-april 2021.

Ono što osećamo je **promena**, a ne vreme.
Vreme ne postoji bez promena,
jer ono što nazivamo vremenom
jednostavno predstavlja
našu meru razlike između „pre“ i „posle“.

Aristotel
starogrčki filozof



Postoje decenije u kojima se ništa ne dešava;
a postoje nedelje u kojima se
dešavaju decenije.

~~Vladimir Ilič Lenjin~~
~~ruski revolucionar, državnik, filozof~~

The New York Times

The Coronavirus Outbreak

LIVE

Latest Updates

Should I Wear a Mask?

Maps

Markets

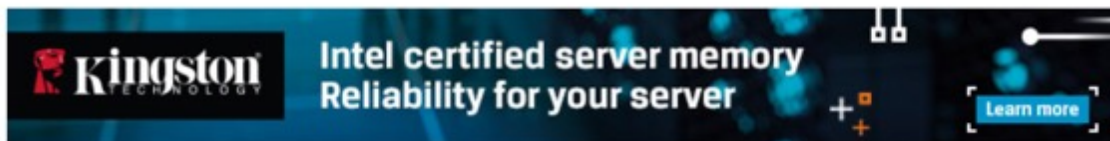
What You Can Do

Newsletter

Telemedicine Arrives in the U.K.: '10 Years of Change in One Week'

With the coronavirus pandemic turning doctors' offices into no-go zones, family physicians are now doing many of their consultations online or by telephone.

"We're basically witnessing 10 years of change in one week," said Dr. Sam Wessely, a general practitioner in [London](#). "It used to be that 95 percent of patient contact was face-to-face: You go to see your doctor, as it has been for decades, centuries. But that has changed completely."



[HOME](#) > [NEWS](#) > [CLOUD](#)

Microsoft CEO: "We have seen two years' worth of digital transformation in two months"

Covid-19 causes expected Azure surge, some of which might lead to "systemic structural changes"

April 30, 2020 By: Sebastian Moss



Microsoft's latest quarterly earnings beat Wall Street expectations, with \$35 billion in revenue and \$10.8 billion in net income.

The Covid-19 pandemic that has roiled markets had a "minimal net impact" on the tech giant, with sales mostly unaffected by the crisis. Demand for cloud services, meanwhile, shot up as people turned to working and relaxing online amid nationwide lockdowns.

Imali smo dvogodišnji plan za prelazak na Microsoft Teams platformu **koji je skraćen** na dve nedelje.

Tripti Jha

Global Head of People Solutions, Novartis

Ko je predvodio digitalnu transformaciju vaše organizacije?



1.Predsednik

2.Izvršni direktor

3.Tehnički director

Ko je predvodio digitalnu transformaciju vaše organizacije?

1. Predsednik

2. Izvršni direktor

3. Tehnički direktor

4. COVID-19



“...I came in like a wrecking ball.”



Miley Cyrus



SKYPE ZONE
KEEP CLEAN

SKYPE ZONE
KEEP CLEAN

SKYPE ZONE
KEEP CLEAN

SKYPE ZONE
KEEP CLEAN

SKYPE ZONE
KEEP CLEAN

PIZZA



Source: Zoom SEC Filings

chart

*Quarters are stylized based on Zoom's guidance for revenue of \$3.76-\$3.78bn

TNMT

Market capitalization of Zoom Video Communications vs. the 15 biggest airlines



Notes: Airlines selected based on # of passengers transported in 2019; market cap as of Oct. 26, 2020

Source: Lufthansa Innovation Hub, TNMT.com, Yahoo Finance

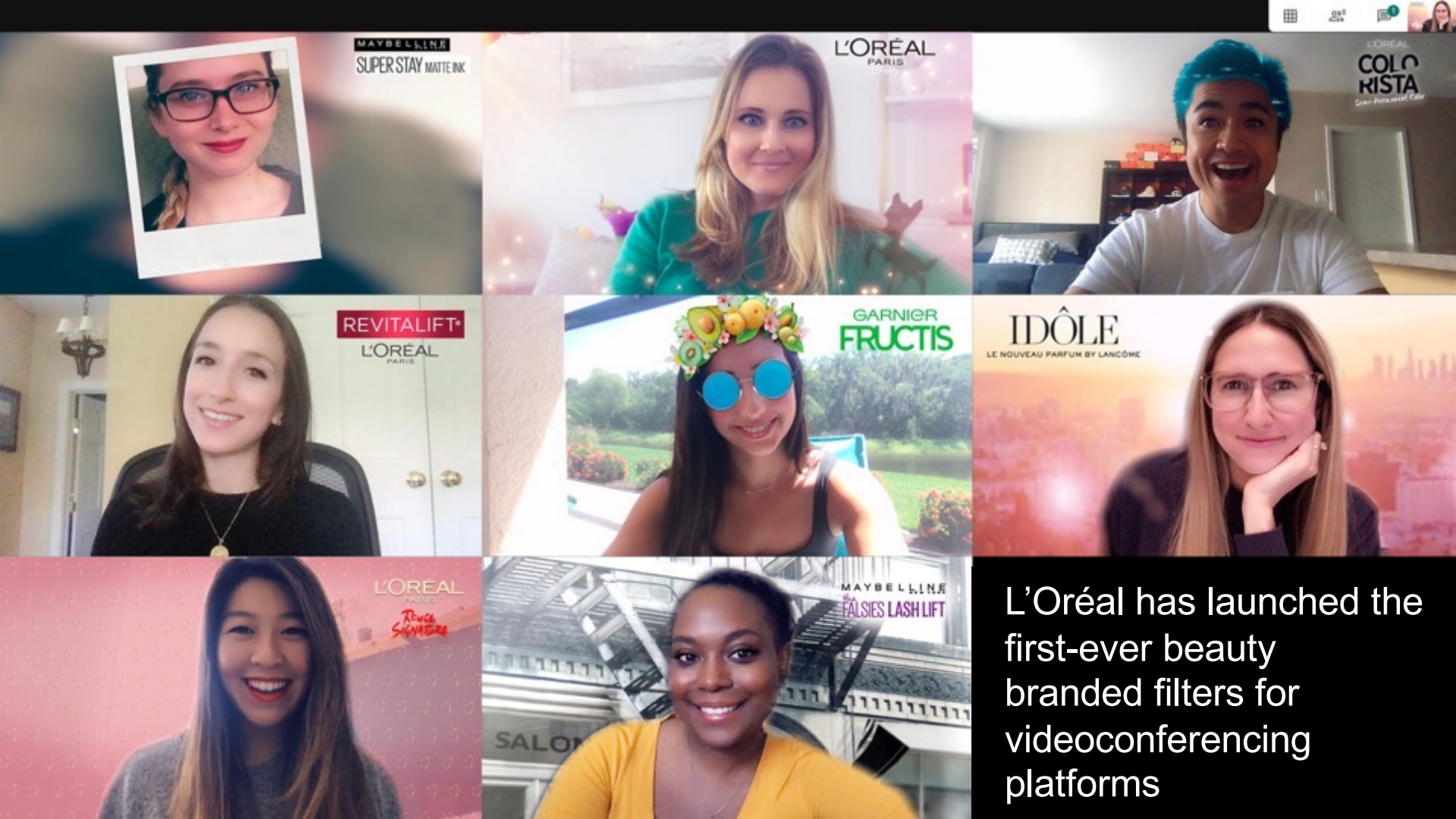
LH Lufthansa
Innovation Hub



Sharron Paul ✓

@Sharronica

I was gonna let my skincare routine lapse a little during quarantine, but I've never been on camera more in my life.



MAYBELLINE
SUPER STAY MATTE INK

L'ORÉAL
PARIS

L'ORÉAL
COLORISTA
Semi-Permanent Color

REVITALIFT
L'ORÉAL
PARIS

GARNIER
FRUCTIS

IDÔLE
LE NOUVEAU PARFUM BY LANCÔME

L'ORÉAL
PARIS
ROUGE
SIGNATURE

MAYBELLINE
FALSIES LASH LIFT

L'Oréal has launched the first-ever beauty branded filters for videoconferencing platforms

LIVING

Walmart reports increase in sales of tops, not pants, during the coronavirus lockdown

By Hannah Sparks

March 27, 2020 | 11:57am | Updated



Shutterstock



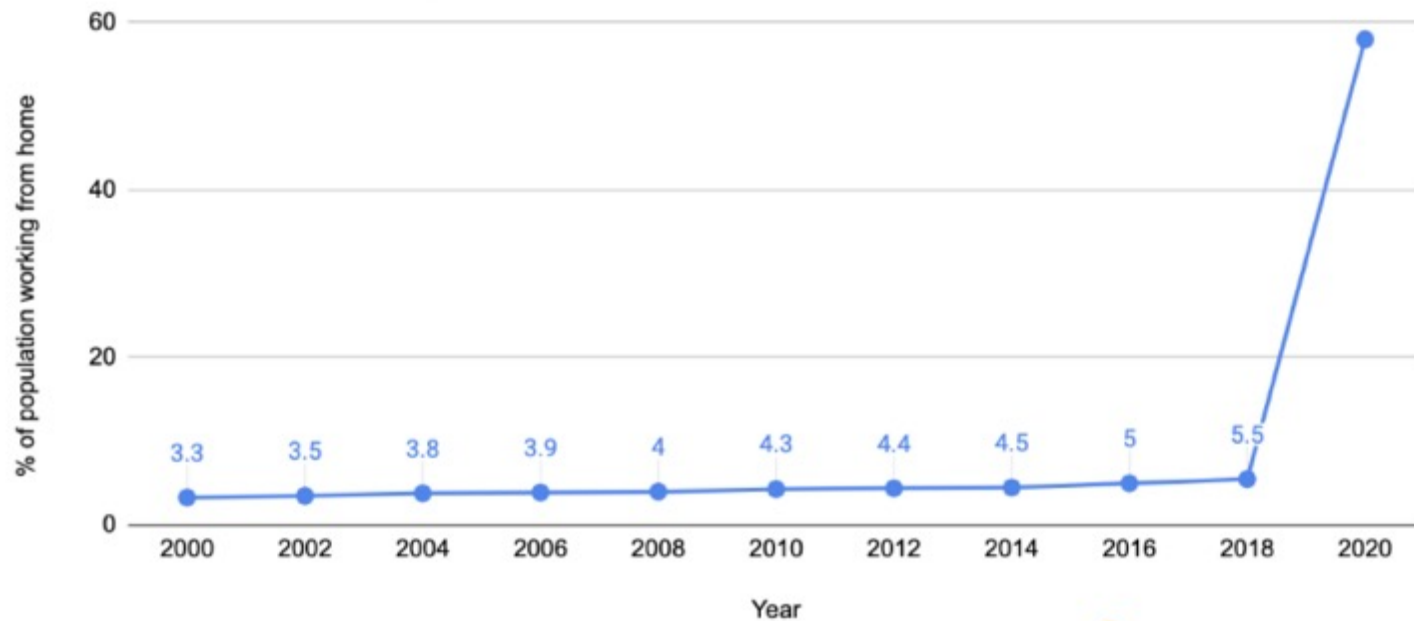
> MORNING RUNDOWN

PHARMACIES OF THE FUTURE

USING DRONES TO DELIVER PRESCRIPTIONS TO PATIENTS



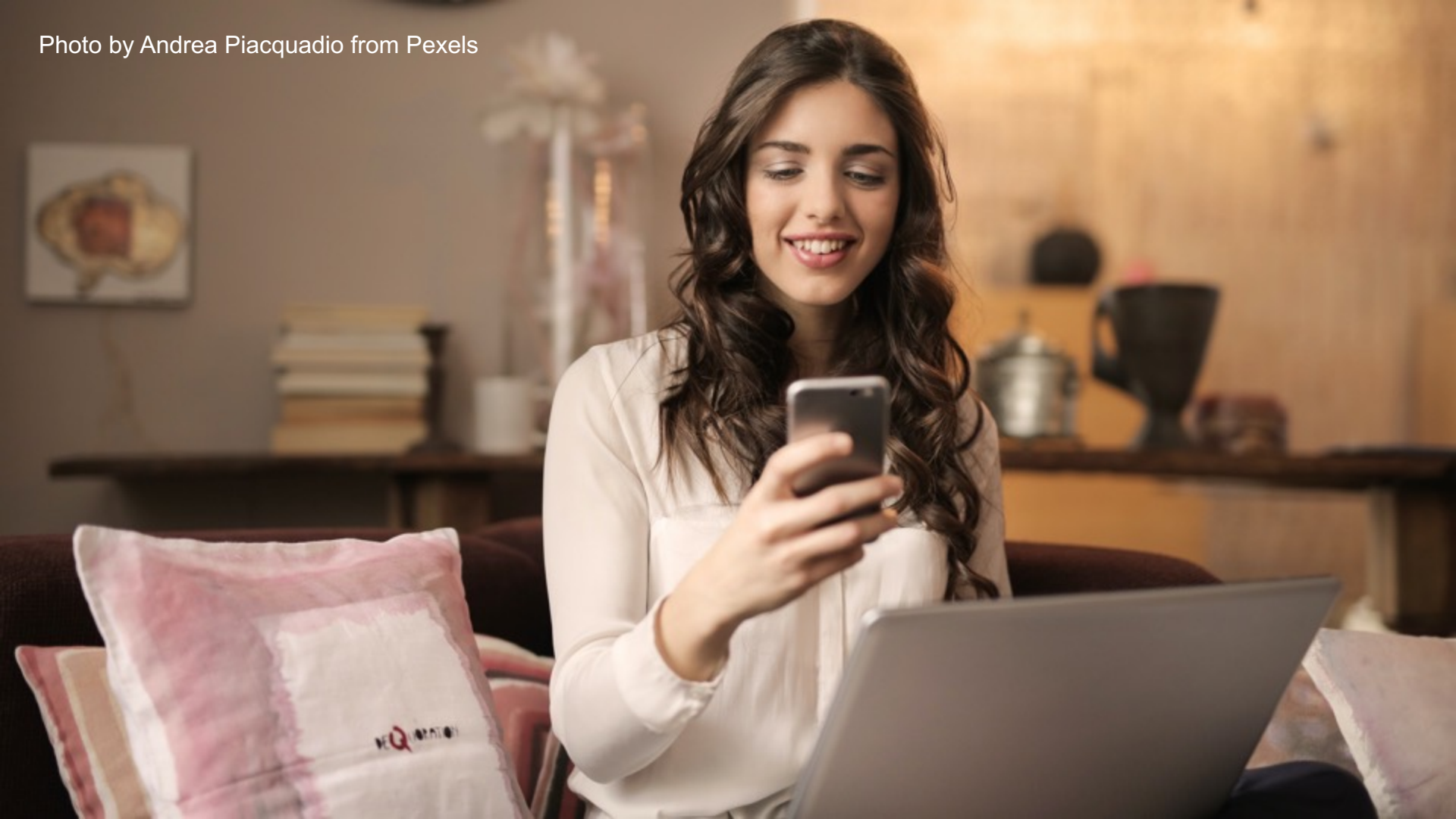
Rad od kuće



Najveći poslovni eksperiment svih vremena



Photo by Andrea Piacquadio from Pexels





Vi ne radite od kuće.

Vi ste:

- kod kuće,
- tokom pandemije,
- pokušavate da radite.

MONDAY



FRIDAY



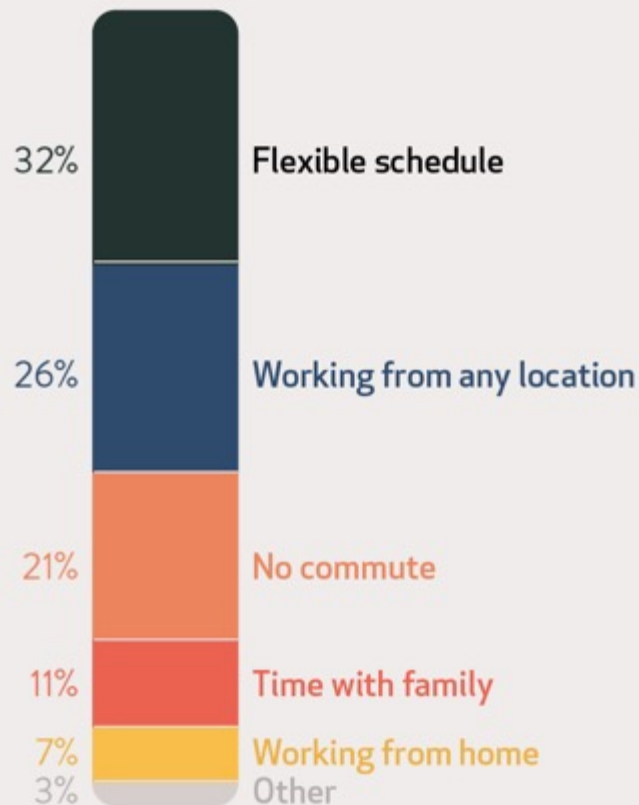
Vreme je za anketu br. 1

zoom

Vreme je za anketu br. 2

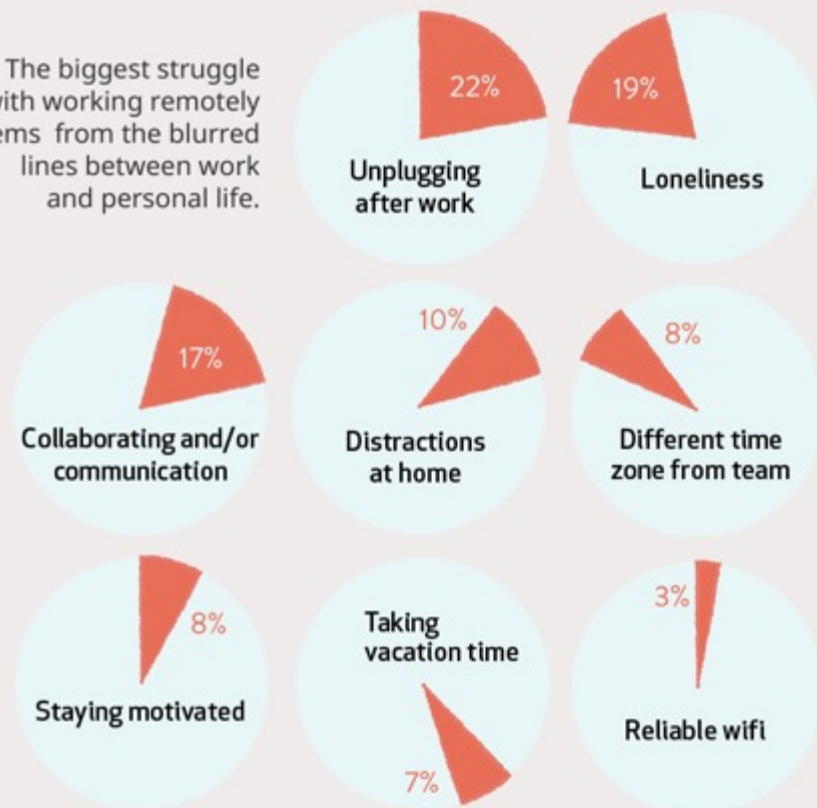
zoom

TOP BENEFITS OF REMOTE WORKING



TOP STRUGGLES OF REMOTE WORKERS

The biggest struggle with working remotely stems from the blurred lines between work and personal life.

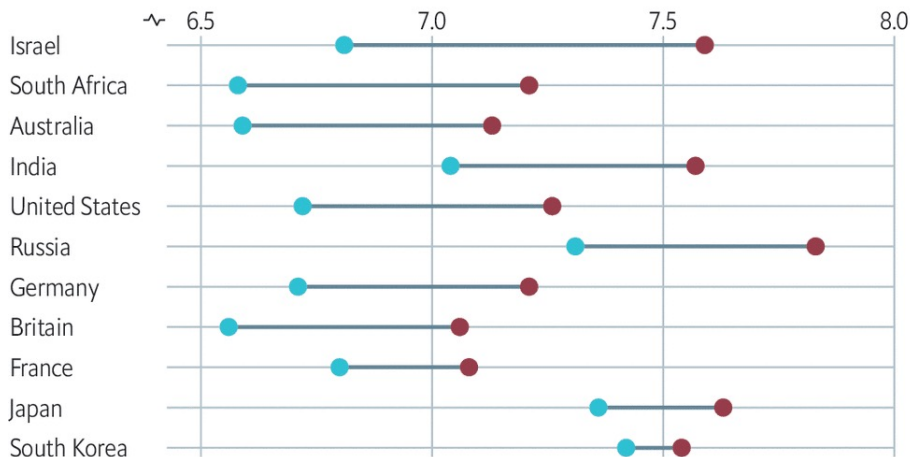


Radni dan se produžio za vreme rada od kuće tokom pandemije COVID-19

Working nine to six

Average daily working hours, 2020, selected countries*

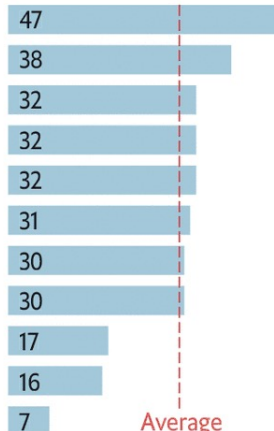
● January-February ● April-May



Source: Atlassian

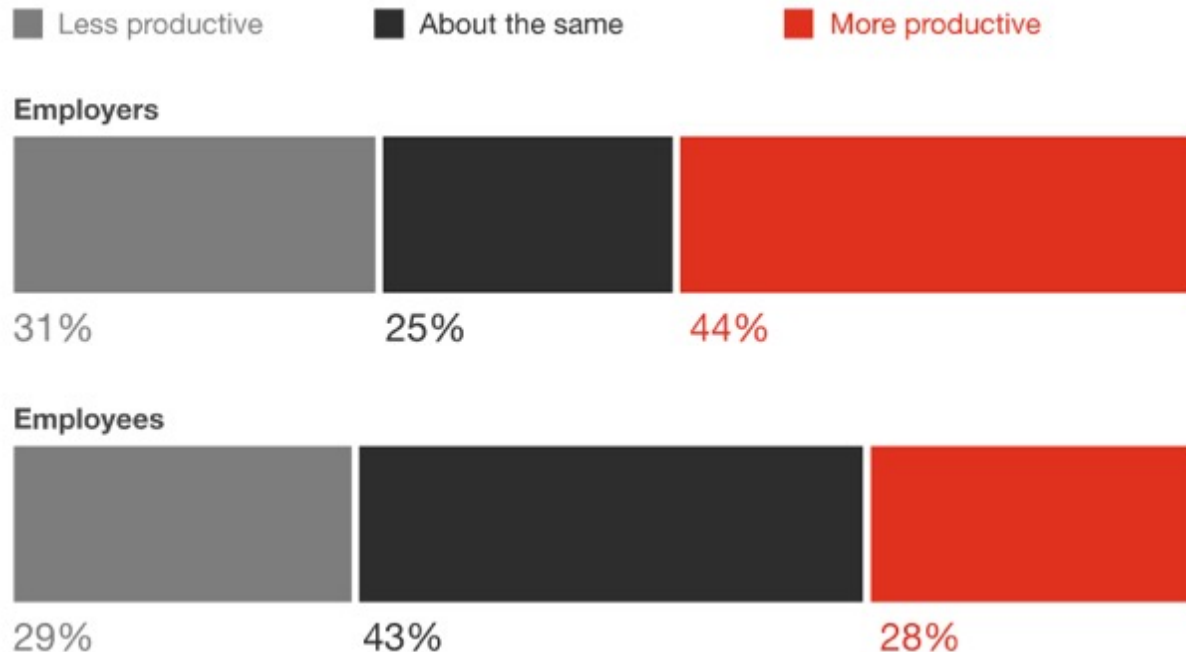
The Economist

Total increase, minutes



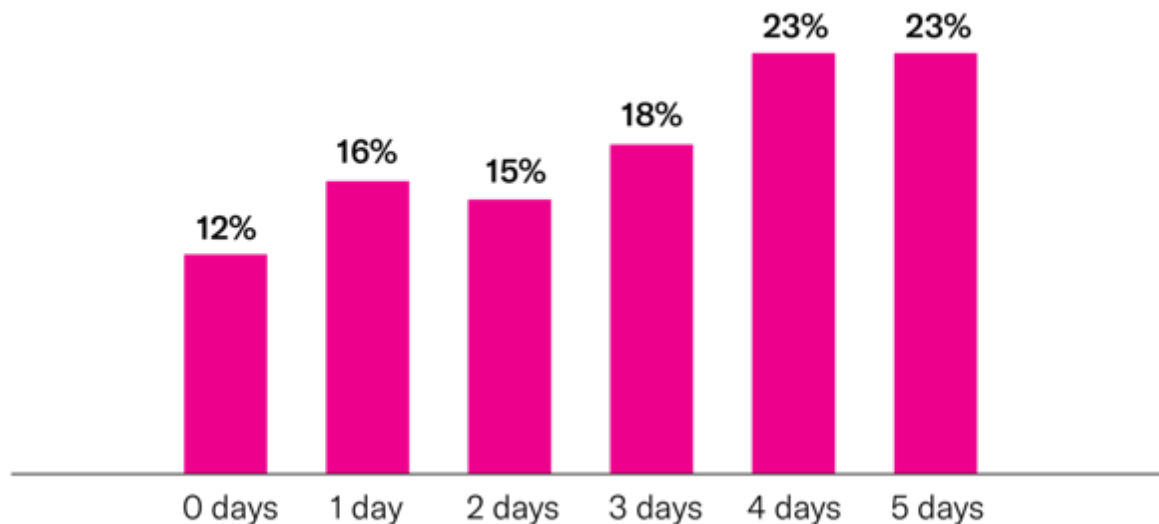
*Survey of 65 countries

Da li se produktivnost povećala za vreme rada od kuće tokom pandemije COVID-19?



Rad na daljinu povećava angažovanost zaposlenih

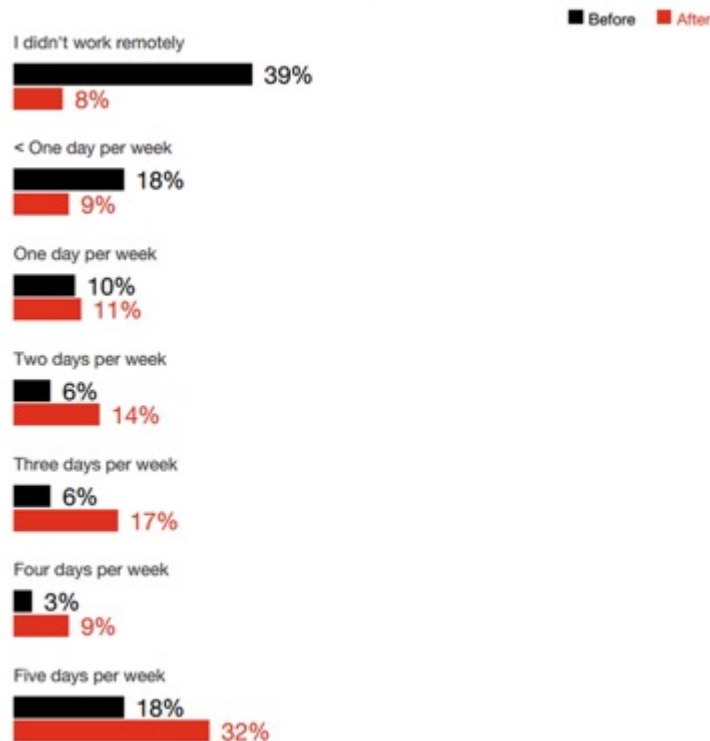
Percentage of workers who are fully engaged,
by how often they work remotely in a week



Source: ADP Research Institute, 2019

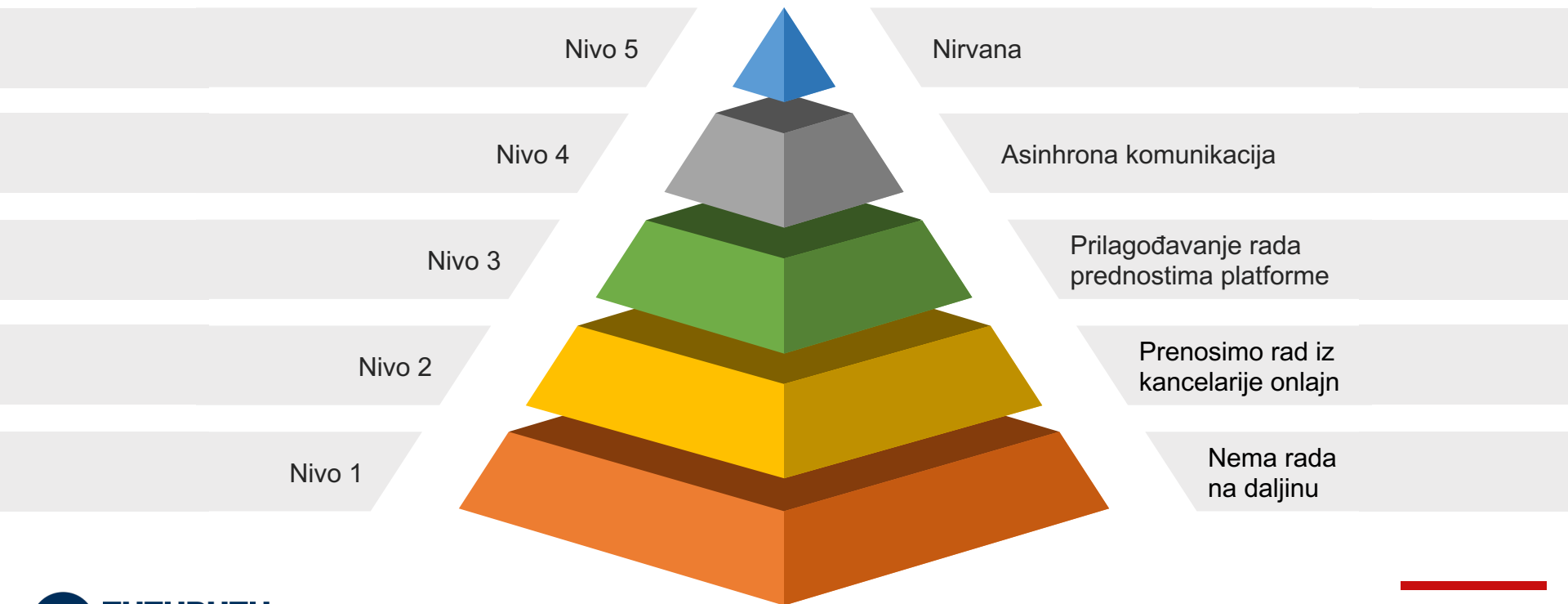
HBR

Rad od kuće pre i posle pandemije COVID-19?



72% zaposlenih bi želelo
da radi od kuće barem
2 dana sedmično!

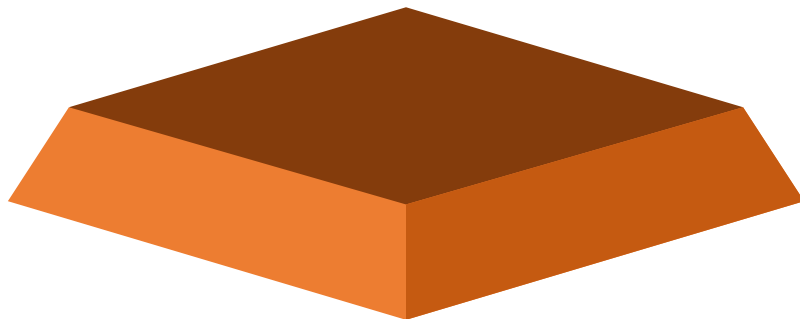
Pet nivoa rada na daljinu



Pet nivoa rada na daljinu

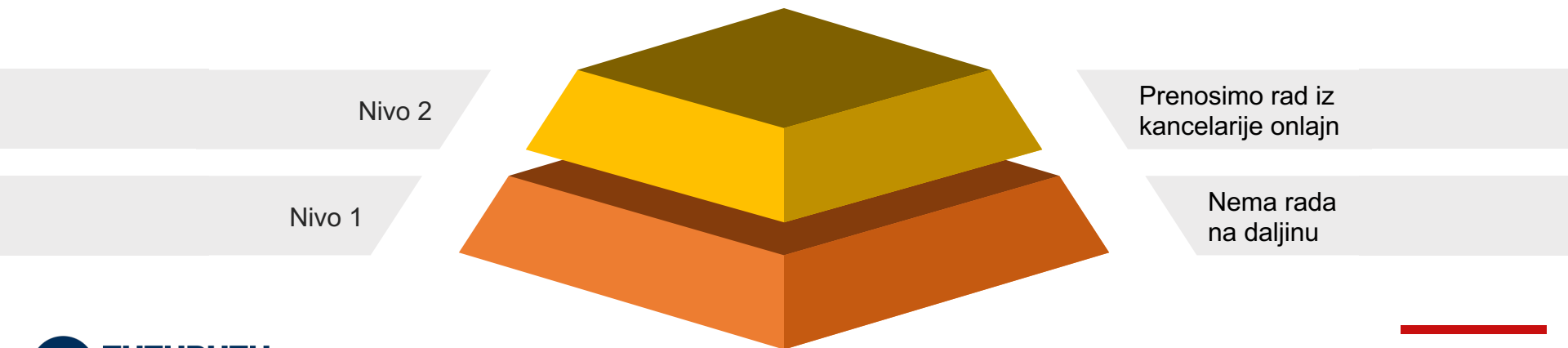


Nivo 1



Nema rada
na daljinu

Pet nivoa rada na daljinu



9:00 AM | MEETING ON WHETHER TO CALL
10:00 AM | A MEETING

10:00 AM | MEETING TO PLAN THE MEETING
11:00 AM |

11:00 AM | MEETING TO GET STAKEHOLDER
12:00 PM | BUY-IN BEFORE THE MEETING

12:00 PM | THE MEETING
2:00 PM |

2:00 PM | MEETING AFTER THE MEETING
3:00 PM |

3:00 PM | MEETING AFTER THE MEETING
4:00 PM | AFTER THE MEETING

4:00 PM | MEETING TO PLAN THE NEXT
5:00 PM | MEETING

TOM
FISH
BURNE

Mikromenadžeri



Mikromenadžeri „na daljinu“



Illustration: Nick Little (via Bloomberg)



For Eric Best, it means relying on common tools like Slack to help the 21-person startup he founded, SoundCommerce, commu outbreak caused the company to shutter its Seattle headquarters. But SoundCommerce has gone even further by using an always-on group video chat service called Sneek that automatically snaps photos of employees through their computer webcams every one to five minutes. The feature is something like the virtual equivalent of peeking over at a colleague's desk in the office to see if they're available to chat since it lets you know if they're in front of their computers at home.

Copy

Look Up

Share...

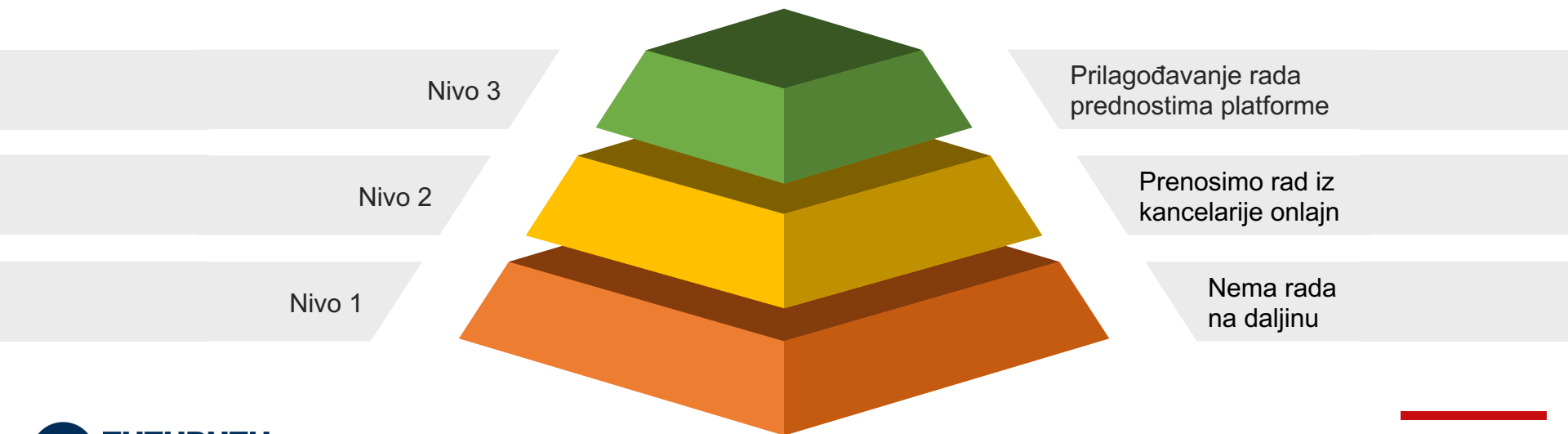
Mikromenadžeri „na daljinu“



Softver za nadzor - Time Doctor, Teramind, VeriClock, innerActiv, ActivTrak, Hubstaff, InterGuard...

- Prati vremena prijave na sistem i odjave sa sistema
- Prati broj poslatih e-mailova
- Prati vrijeme u kojem ste aktivni na sistemu i vrijeme mirovanja
- Povremeno pravi snimke vašeg ekrana
- Pravi snimke vašeg ekrana kada otkucate određene riječi (poput „traženje posla“)
- Identifikuje često korišćene aplikacije ili sajtove kojima primarna namjena nije posao
- Prati vašu lokaciju pomoću GPS-a
- Pravi izveštaj o vašim aktivnostima na društvenim mrežama
- Zapisuje vaše pritiske na tastaturi

Pet nivoa rada na daljinu

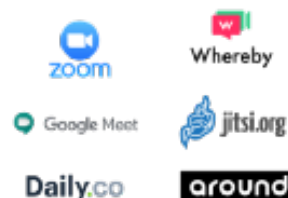


Remote Work Market Map

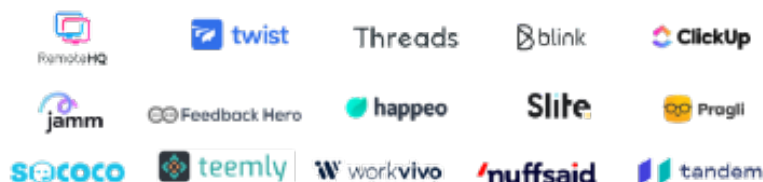
By: Elaine Zelby

Communication & Collaboration

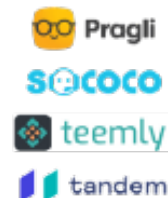
Video Conferencing



Collaboration Workspaces



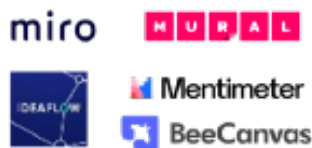
Virtual Office



Messaging



Virtual Whiteboard



Transcription + Collaboration



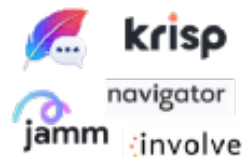
Dashboards



Presentations



Communication



Sales



Accounting



Design



Marketing

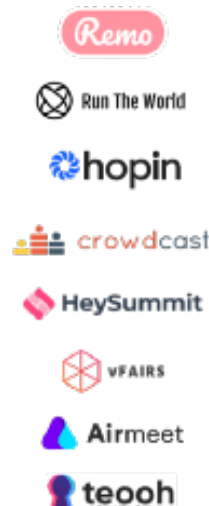


Engineering



Virtual Events

Virtual Webinar/Conference



Culture



Remote Work Market Map

By: Elaine Zelby

Hiring & Employment

Remote Hiring/Payroll/Onboarding



Remote Office



Hiring



Interviewing



Co-living/ Co-working

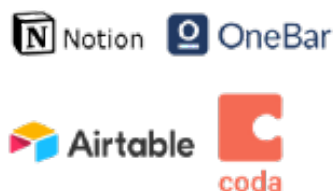


Background checks



Knowledge Management

Documentation/Note Taking



Knowledge Base



Productivity Tools

Productivity Tools



Project Management



Culture



Issue Tracking

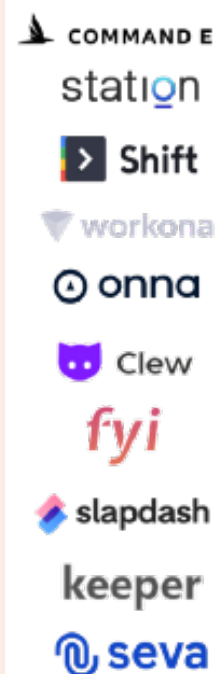


Time Tracking



Enterprise Search

Enterprise Search



Remote Work Market Map

By: Elaine Zelby

Outsourced Labor

Outsourced EAs



Outsourced Call Center



Book keeping



Legal



Spend Visibility

SaaS Spend



Meetings and Calendaring

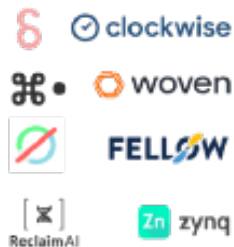
Remote Standups



Culture



Calendar



Employee Learning & Wellness

L&D



Coaching/ Training

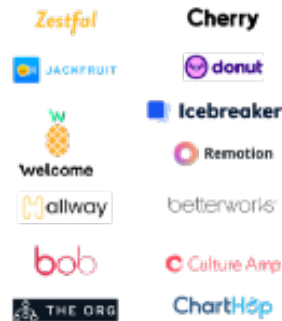


Mental Health



Culture & Employee Engagement

Culture



Communication



OKRs



Org Chart



Employee Engagement



Performance Management



Remote Work Market Map

By: Elaine Zelby

Workflow Automation

API Integration





API Development



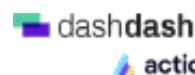
RPA







Spreadsheets





Apps




Enterprise Features



Analytics & Data Science






Core Functionality



Memberships



Documentation



Internal Tools






Compliance Automation

Compliance Automation






No-Code App Builder

Website Builder





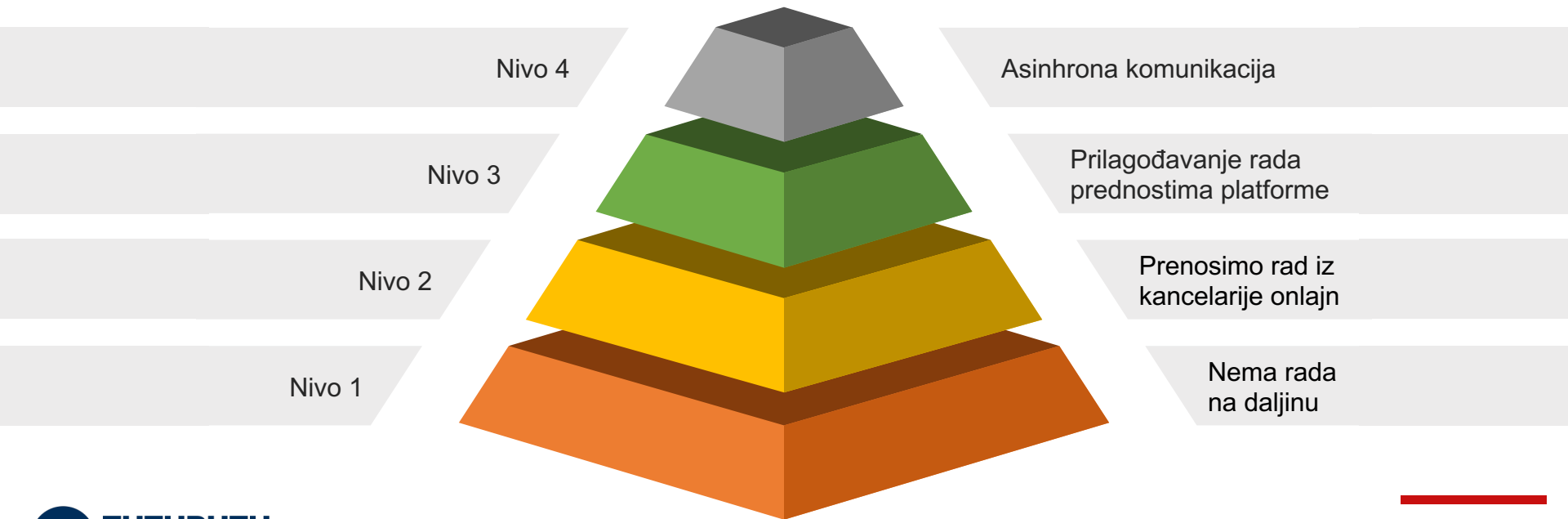

Mobile Apps




Apps



Pet nivoa rada na daljinu





“C & C” – Naređuj i kontroliši

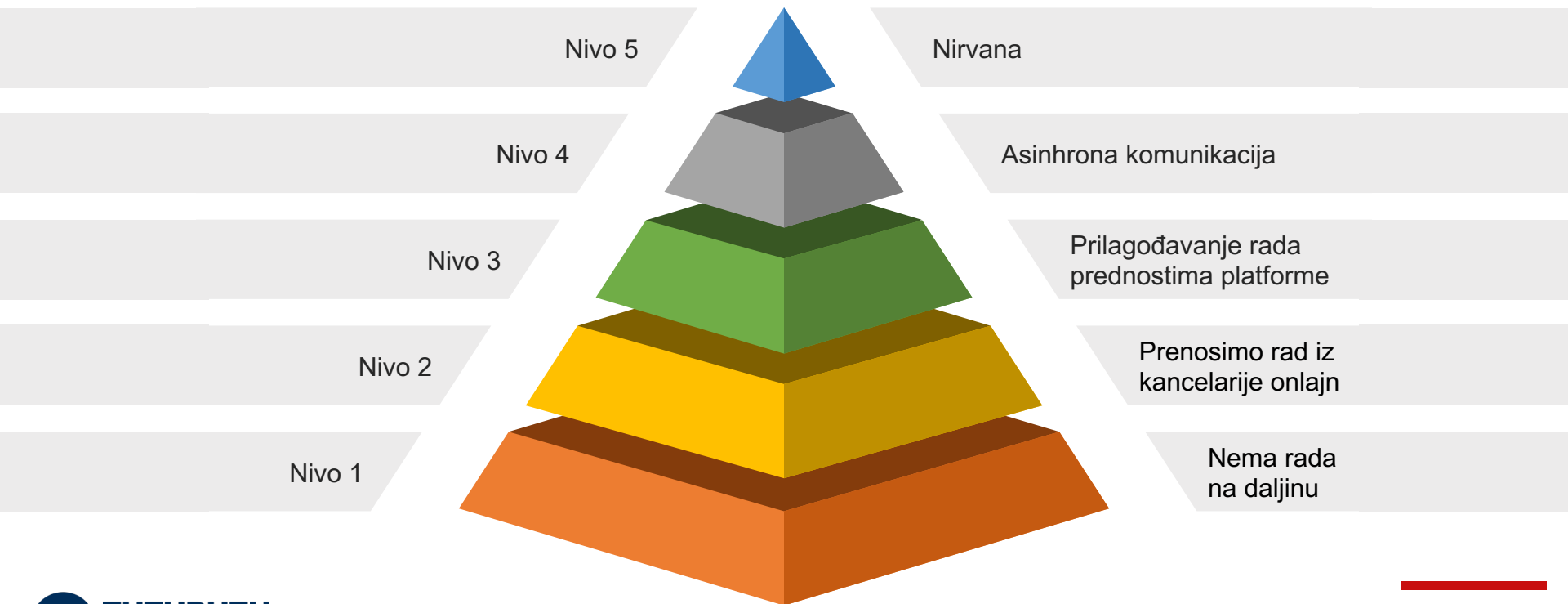


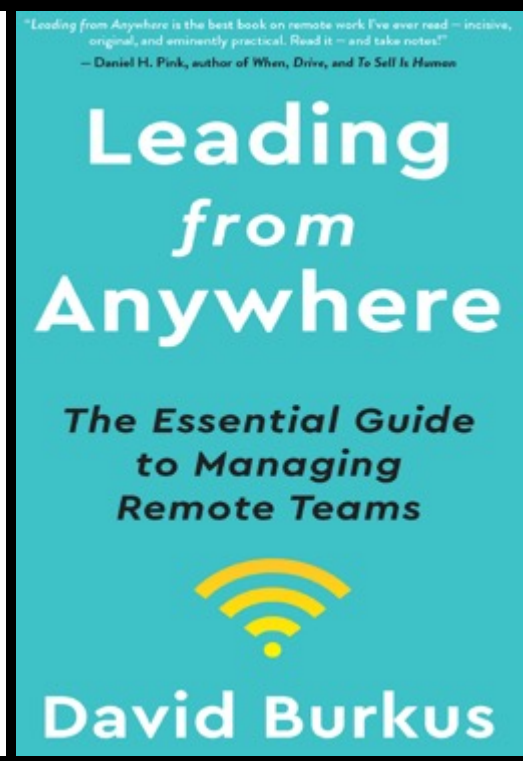
“T & T” – Vjeruj i prati rezultate

Ključni uslov za primenu rada na daljinu

TRUST

Pet nivoa rada na daljinu





Usluge socijalne zaštite za osetljive grupe

Social Services for Vulnerable Groups

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T +381 11 400 38 97

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