

Work anywhere, together

How flexible and mobile work influences companies and their competitiveness

The coronavirus pandemic has accelerated the trend towards flexible and mobile working. But it's not just in times of crisis that the possibility of working from anywhere has proven invaluable for many companies. Establishing flexible working structures and virtual cooperation also promises to give businesses a competitive edge in the long term.

A successful "Work anywhere, together" (WAT) strategy does, however, require that companies come to grips with a number of different aspects, such as global employee mobility, cyber risks inherent to remote working, or labor law issues. Remote working not only has an impact on the taxation of the company and its employees, but also on infrastructure and real estate, HR matters, and digital transformation.

With a wide range of different services, our multidisciplinary team would be delighted to support you as you develop your very own WAT strategy, from the planning stage all the way through to implementation. There is no "one size fits all" approach. Your (WAT) strategy should be tailored to your own specific business model, your strategic objectives, and of course, your corporate culture.



What is "Work anywhere, together" about?

It's about turning the flexibility of being able to work from any location to your advantage and goes far beyond simply working from home. Depending on the firm and corporate culture, this may mean employing a staff member in country A who will work from country B. It could also involve working from a different location on a temporary basis for personal reasons.

Why is it important?

Experience shows that, for businesses where WAT is a good fit, a successful "Work anywhere, together" strategy is an added asset to local corporate culture and can have a positive influence on sales growth and profit margins.

Our experience

Industry	KPMG Support
Pharma	Identify and mitigate risk incurred due to cross-border home office constellations during the pandemic
Communication	Define employee groups and derive terms and conditions for a policy framework based on a detailed risk analysis and heat map
Automotive	Implement policies and approval processes for defined employee groups for which Work anywhere is deployed
Energy	Identify employee groups and conduct a detailed risk analyses for selected countries
Consumer products	Create a comprehensive compliance guideline for the implementation of a matrixstructure
Insurance /Banking	Focus on ensuring compliance for high risk groups (underwriter) due to permanent establishment risks



How we can support you

The KPMG WAT team brings you the necessary skills and expertise in the fields of change management, human resources, real estate, transformation, and technology.

We cover all aspects that may need to be addressed in a successful and well-thought-out WAT strategy.

The first step

First things first: Over a free one hour session, let's look together at how a good WAT strategy can generate value for your firm. Talking it through will help shed more light on the most relevant issues and potential solutions. Whether you need support with a holistic transformation or answers to specific questions, our WAT team would be happy to help.

Your contact

KPMG AG

Räffelstrasse 28
PO Box
8036 Zurich

kpmg.ch

Peter Uebelhart

Partner
Tax

+41 58 249 42 24

puebelhart@kpmg.com

Sarah Robert

Partner
GMS

+41 58 249 49 21

srobert1@kpmg.com

Mike McCoy

Director
GMS

+41 58 249 40 23

mikemccoy@kpmg.com

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