



eMag Telework

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Deadline set for you to begin working from home

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Deadline set for continuing educators to begin working from home

If you work in continuing education, you have just 40 months, til January 1, 2015, for you and your faculty and staff to begin telecommuting.

From the torrent of conversations and articles on and from people who telework in the past few months, it is now clear that business and corporations are now solidly in the telework camp, meaning an end to the office culture, organizational chart and in-person supervision.

What that means for your continuing education unit is that in a few short years your unit will be reduced to having little credibility in the business world.

The deadline comes after LERN did a keynote for the Illinois Continuing Education association this spring. While few or none of the continuing educators in attendance worked from home, most of the exhibitors there worked from home. The startling difference between those actually in the work force, and those trying serve those in the workforce, made the deadline obvious.



Odette Merchant of Nova Scotia Community College in Halifax at the Executive Leadership Institute in Tucson. When she and her staff are working from home, they tell each other they are working in the "Boffice" (bedroom office)

Go home

If you are in continuing education, you simply cannot train people in the workforce if you are clueless as to how the work place works.

Even faculty and other administrators at colleges and universities will need to work from home. That's because your college will no longer be preparing your students for the "real world". Instead you will be preparing them for the "old world."

Understanding that, businesses will stop looking to your institution for recruiting graduates. Students will stop coming becoming you do not prepare them for the "real world" of the 21st century.

You have 40 months, around 1,200 days. The countdown begins now.

Telework at Boeing

After a LERN keynote recently for the Illinois Continuing Education and Training association, Michael Sylvan of Seattle told us how his sister got called into her Boeing supervisor's office 15 years ago and was told she needed to work more hours a week. She replied that she was more productive than other people in the office, and her results showed it. Soon after her supervisor started to evaluate workers by outcomes, not time.

Then six years ago she asked to work one day a week from home. She was initially refused. But today she works 3 days a week from home for Boeing. And Boeing is now mandating that certain employees work from home.



According to telework [web site Suite Commute](#): Boeing finds that Telework helps to increase their employee's productivity an average of 15-30% and, "The quality of the work done has improved even more!" (Boeing Case Study provided by Telecommute Connecticut)

Home-based workers from Best Buy, JD Edwards, and American Express are 20% to 40% more productive than employees who travel to work. (Lister and Harnish)

Why Teleworkers are more productive

Telework was a big topic of discussion at LERN's Executive Leadership Institute this year. Afterwards we wrote up the top reasons teleworkers are more productive than people who work in an office. Here's the list.

1. Commute time eliminated. The averages 2 hours a day, according to Department of Transportation data.
2. Teleworkers work longer than office workers. This is the LEAST best reason.
3. Less 'watercooler' conversation and other non-productive office activities.
4. Reduced turnover and training. This is a biggie.
5. Work flow time. Teleworkers tend to work when they are most productive. There is a work-flow, peak work time, and other work engagement time when people are most productive. At home, you can control it.
6. Healthier, physically and mentally. Stress, days sick, medical bills all are lower.
7. Better physical environment. People are more productive when they work in their optimum physical environment.
8. Reduced family and personal concerns. Hard to work when you are worrying.
9. Reduced meeting time. This saves 2-4 hours a week, or more.
10. Recruit the best people. With telework, you can recruit the best possible people regardless of their location. So you get more productive people in the first place. This is the top reason why LERN went virtual.

Register now for the Big LERN Annual Conference Nov 30 – Dec 3, 2011, in New Orleans