

Overactive The future of work

October 2020

Nicolas Chiappara
Chief Executive Officer
Overactive



Overactive Today

Portland

Chicago

New York

Miami

Houston

San Juan

Bogota

Rosario

Cordoba

Montevideo

Santiago, Chile

Buenos Aires

40+ Clients

500+
Overactivers

12 Offices
6 Countries

We deliver software engineering, consulting and IT services with a strong focus on innovative and scalable enterprise software solutions.

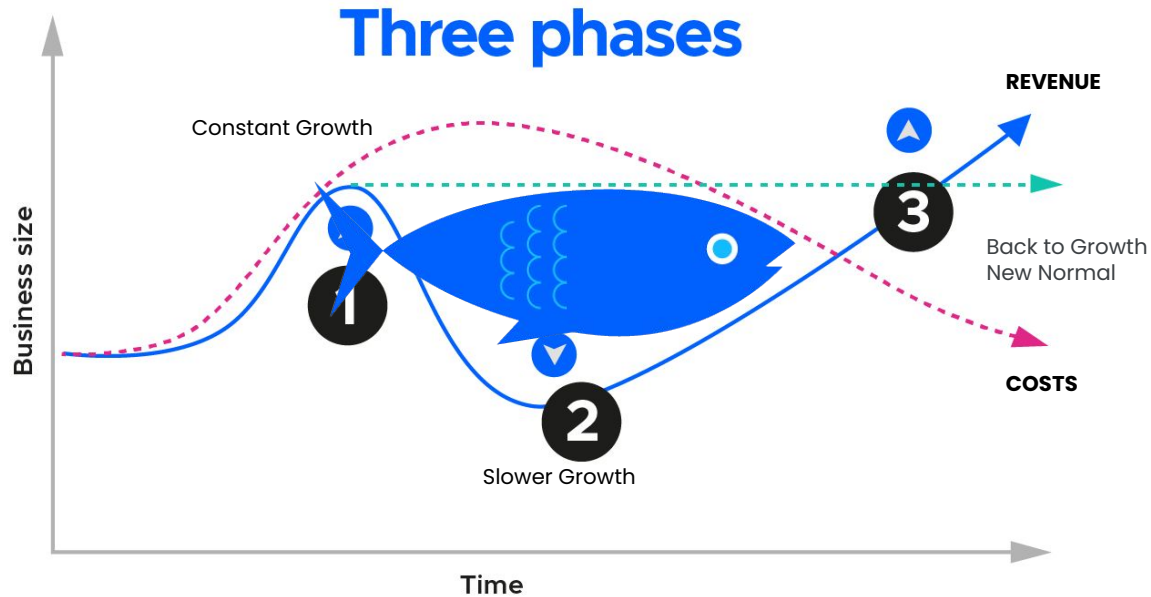


D+ Day:

The future of work



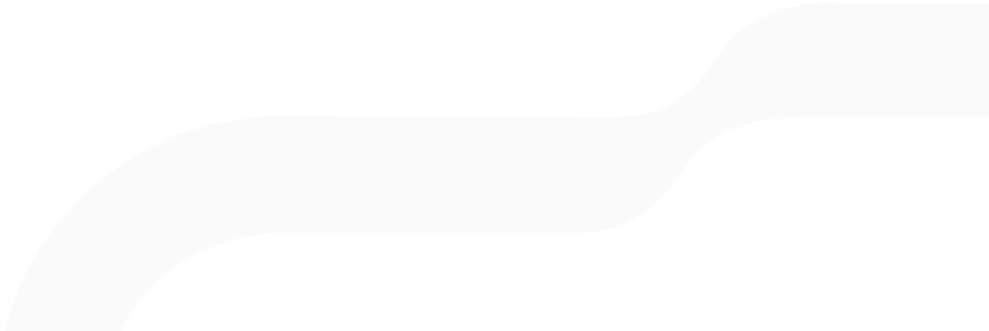
Transitioning to: "The New Normal"





The future of work in a COVID-19 world: **#WhereDoWeGoFromHere?**

The workplace of the future, as we envisioned it became reality overnight, changing how businesses operate and how the employee experience plays a significant role in the future of work



Evolution of workspaces



The **supersonic** they saw it coming in 70s. The future was to work remotely



In recent years, emphasis has been placed on collaborative work or coworking, more flexibility, more interaction, more creativity. Everything to strengthen the group and the individual

1903

70s

90s

2000

This office building, designed in 1903 by **Frank Wright**, was revolutionary not only for having basic services for its employees, but also because it was an open space where bosses or hierarchies did not have their own offices



In the 90s, the offices were still a large space, but each person had **their own space or cubicle**, to have more privacy and also separate by work area



Trends

Pre COVID-19

Working from Home Practice:

- **16%** WFH
- **84%** WFO

Productivity Impact WFH:

- Employers: **71%** lower
- Employee: **50%** lower

Average Commuting Time to Office: 70 minutes

Home Office Situation:

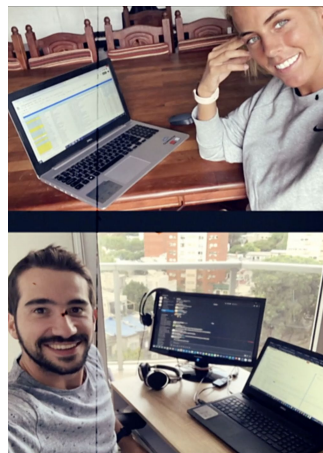
- **43%** does not have a quiet room
- **63%** does not have a comfortable chair
- **20%** does not have a good infrastructure



Overactive Pre COVID-19



Overactive Today

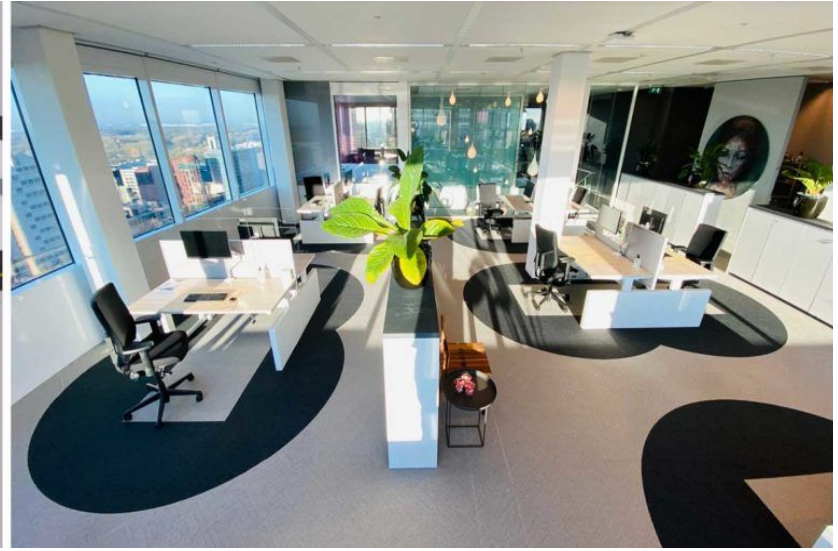


Offices:

#COVID-Free?



Office Trends: Post COVID-19



#HomeOffice

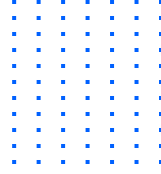
Technology Trends: Post COVID-19

- Technology investments that may have been overlooked or under-utilized in the past, are helping teams navigate the next normal
- The crisis has driven **massive use of digital tools** Most decisions are happening through these now
- **58%** agree/strongly agree that people are using technology that was available to them but previously overlooked
- **67%** agree/strongly agree that the pandemic has accelerated our adoption of cloud-based communication, collaboration, and productivity tools






Cámara de Comercio
Uruguay - Estados Unidos
Creando oportunidades de negocios

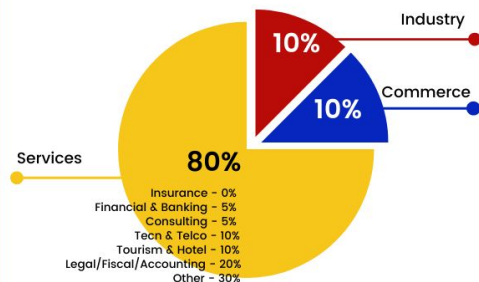


AmCham – Overactive Survey

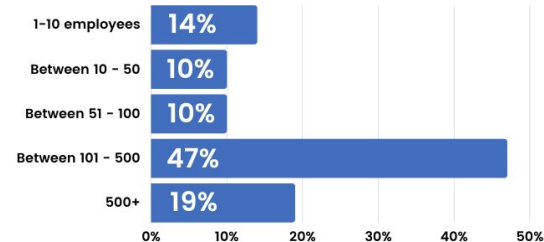


AmCham Survey - Participant Profiles

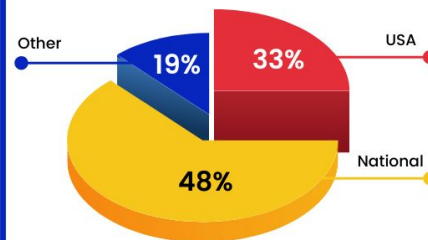
Sector of activity



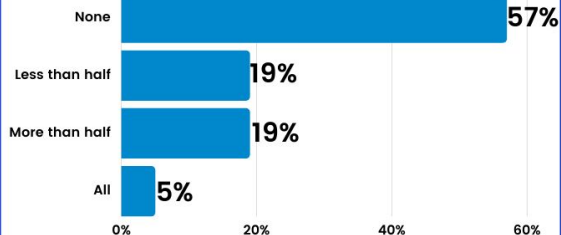
Size of participating companies



Company's main capital source



of employees WFH prior to March 13, 2020



Trends:

Post COVID-19

“Flexibility is here to stay, and it will benefit organizations and employees”

“You don’t have to be in the office every day to still be effective and get your work done”



Work from Office Intentions:

- **15%** never
- **20%** every day
- **40%** 1-2 day/week
- **25%** 3-4 days/week

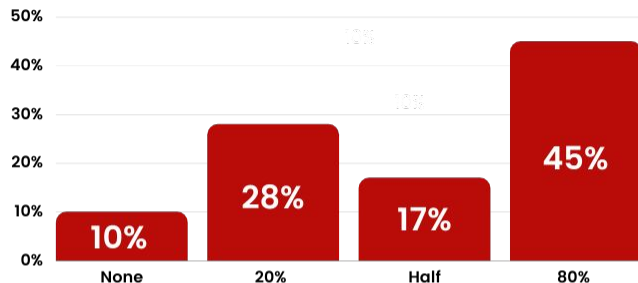


Work from Office Intentions:

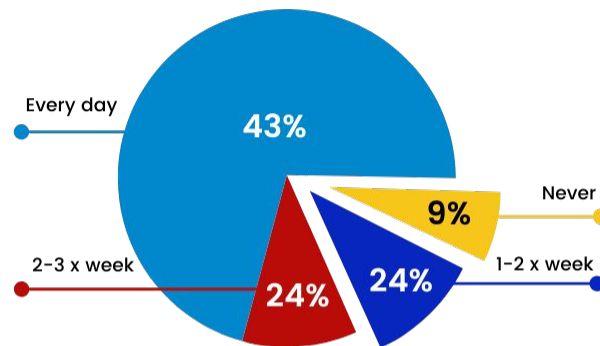
- **9%** never
- **43%** every day
- **24%** 1-2 days/week
- **24%** 3-4 days/week

Insights on WFH

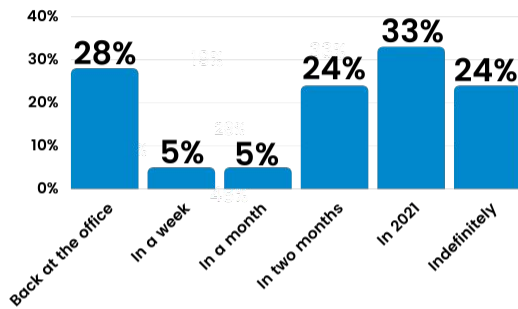
% of positions/roles that can WFH permanently



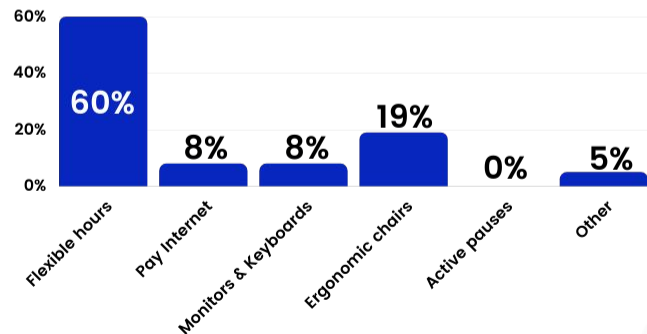
Intentions to go back to WFO



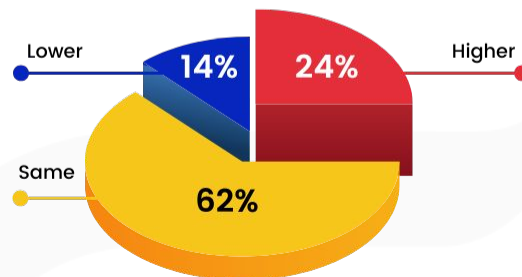
When do you anticipate 80% of your workforce going back to WFO?



Will you or have you done any of the following?



How will you evaluate the productivity of those who WFH vs. those WFO?



The most important lessons learned during this crisis

Cultural
transformation
regarding WFH

Decision-making
in limited time

Permanent focus
& communication

Agile critical analysis
& flexibility as key
factors for success

Process digitalization

Transparent
communications

Adaptability
& flexibility

WFH is possible
without altering
its quality

Getting to know
ourselves

Nothing is
permanent

Resilience

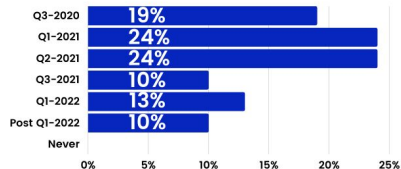
To be present in order to
strengthen our culture, as
expected
by our collaborators

AmCham vs. Fortune Surveys

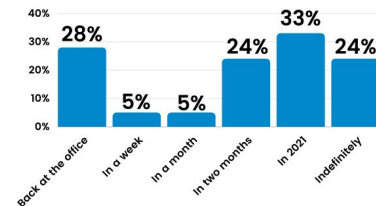
FORTUNE
500
2020


Cámara de Comercio
Uruguay - Estados Unidos
Creando oportunidades de negocios

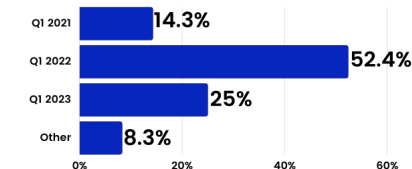
When will economic activity return to the level it was before the pandemic?



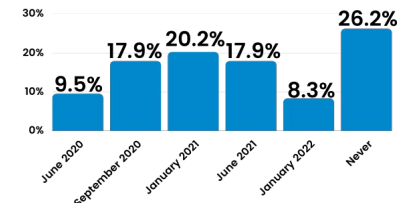
When do you expect 80% of your workforce to WFO?



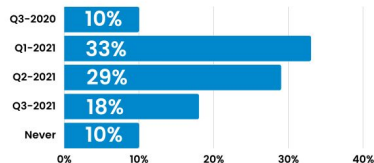
When will economic activity return to the level it was before the pandemic?



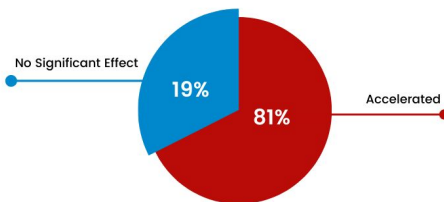
When do you expect at least 90% of your workforce to WFO?



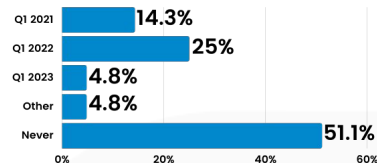
When will business travel at your company return to the levels it was before the pandemic?



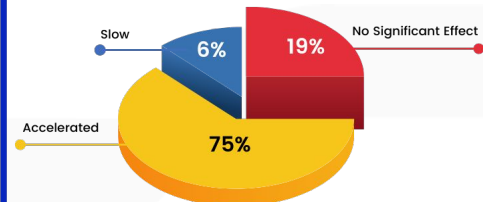
The effect this crisis has had on our technological transformation



When will business travel at your company return to the levels it was before the pandemic?



The effect this crisis has had on our technological transformation





Final thoughts:

**Questions are
welcome!**

Overactive

iThanks!

#weknowhow