



# The Post-Pandemic Workplace: The Supply Chain Profession's Perspective

9 September 2021

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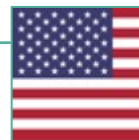
## PLEASE WELCOME TODAY'S GUESTS



**Caroline Crotty**  
Partner and Head  
of International



[www.pod-talent.com](http://www.pod-talent.com)



**Jason Breault**  
Managing Director



[www.lifeworksearch.com](http://www.lifeworksearch.com)



**Radu Palamariu**  
Managing Director Europe  
& Asia Pacific



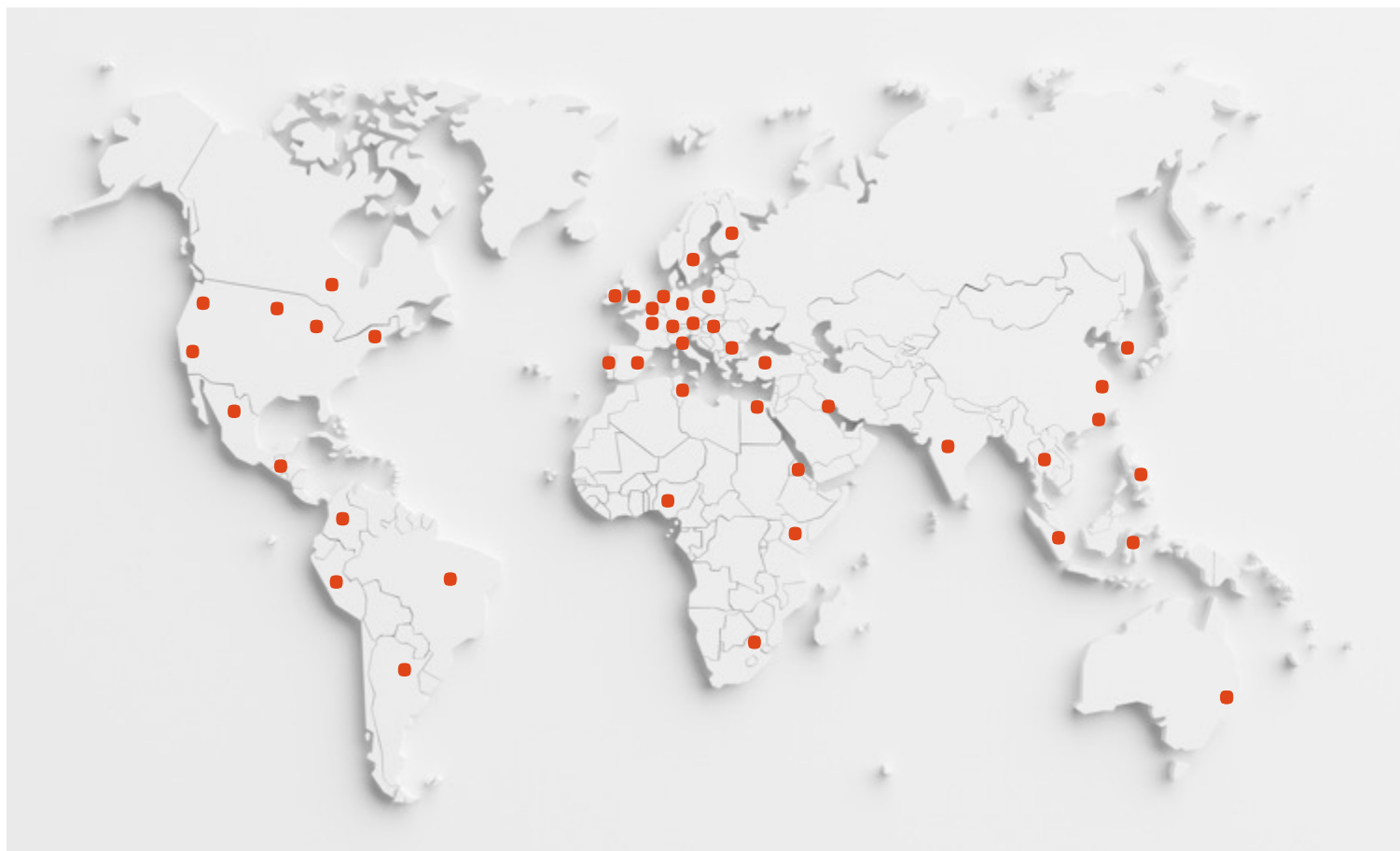
[www.alcottglobal.com](http://www.alcottglobal.com)

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**BOOM!**

## THE GLOBAL COMMUNITY FOR WOMEN IN SUPPLY CHAIN

Members across 42 countries



From individual contributors to board-level leaders

### Functional roles

- Distribution
- Logistics
- Manufacturing
- Network design
- Planning
- Procurement
- Quality
- SC HR
- SC IT
- Sourcing
- Strategy
- Sustainability

### Industry sectors

- Chemicals
- Consumer Products
- Fashion & luxury goods
- Food & beverage
- Industrial
- Healthcare
- Hi-tech
- Paper & packaging
- Pharmaceuticals
- Retail
- Transportation
- Utilities & energy

## ABOUT THE SURVEY

- Fielded during July-August 2021
- 224 respondents in supply chain roles
- 17 industry sectors
- 52 countries
- Company size from < \$10 million to > \$25 billion



# THE GREAT RESIGNATION



19%

For promotion/career development

29%  
CHANGED  
JOBS



10%

To achieve a better work-life balance

The boom! logo, consisting of the word "boom!" in white lowercase letters on an orange rectangular background.

# THE GREAT RESIGNATION

19%

For promotion/career development

15%

To achieve a better work-life balance

63%

POTENTIAL  
WORKFORCE  
TURNOVER

The boom! logo, consisting of the word "boom!" in white lowercase letters on an orange rectangular background.

# THE GREAT WORK-LIFE IMBALANCE

IMPACT OF PANDEMIC

## NEGATIVE IMPACT

VS

## POSITIVE IMPACT

23%

PROFESSIONAL PRODUCTIVITY

39%

51%

WORKLOAD

21%

# THE GREAT WORK-LIFE IMBALANCE

## COPING MEASURES

**72%**

worked more hours  
than usual



**55%**

flexed hours outside  
typical working times



# THE GREAT WORK-LIFE IMBALANCE

IMPACT OF PANDEMIC

## NEGATIVE IMPACT

VS

## POSITIVE IMPACT

PROFESSIONAL PRODUCTIVITY

23%

39%

WORKLOAD

51%

21%

MOTIVATION & JOB SATISFACTION

37%

30%

PHYSICAL HEALTH & WELL-BEING

42%

31%

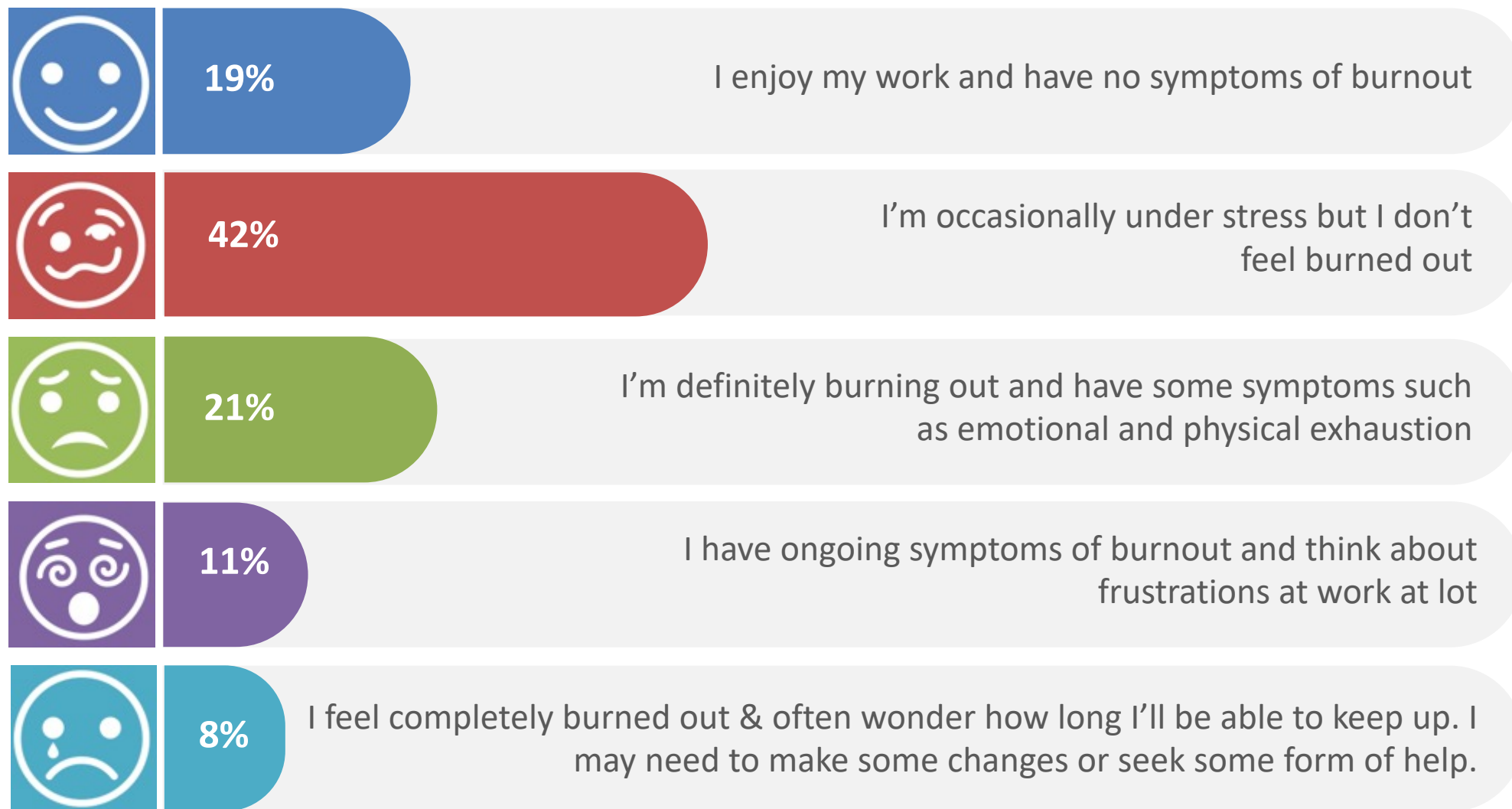
MENTAL HEALTH & WELL-BEING

47%

24%

# THE GREAT WORK-LIFE IMBALANCE

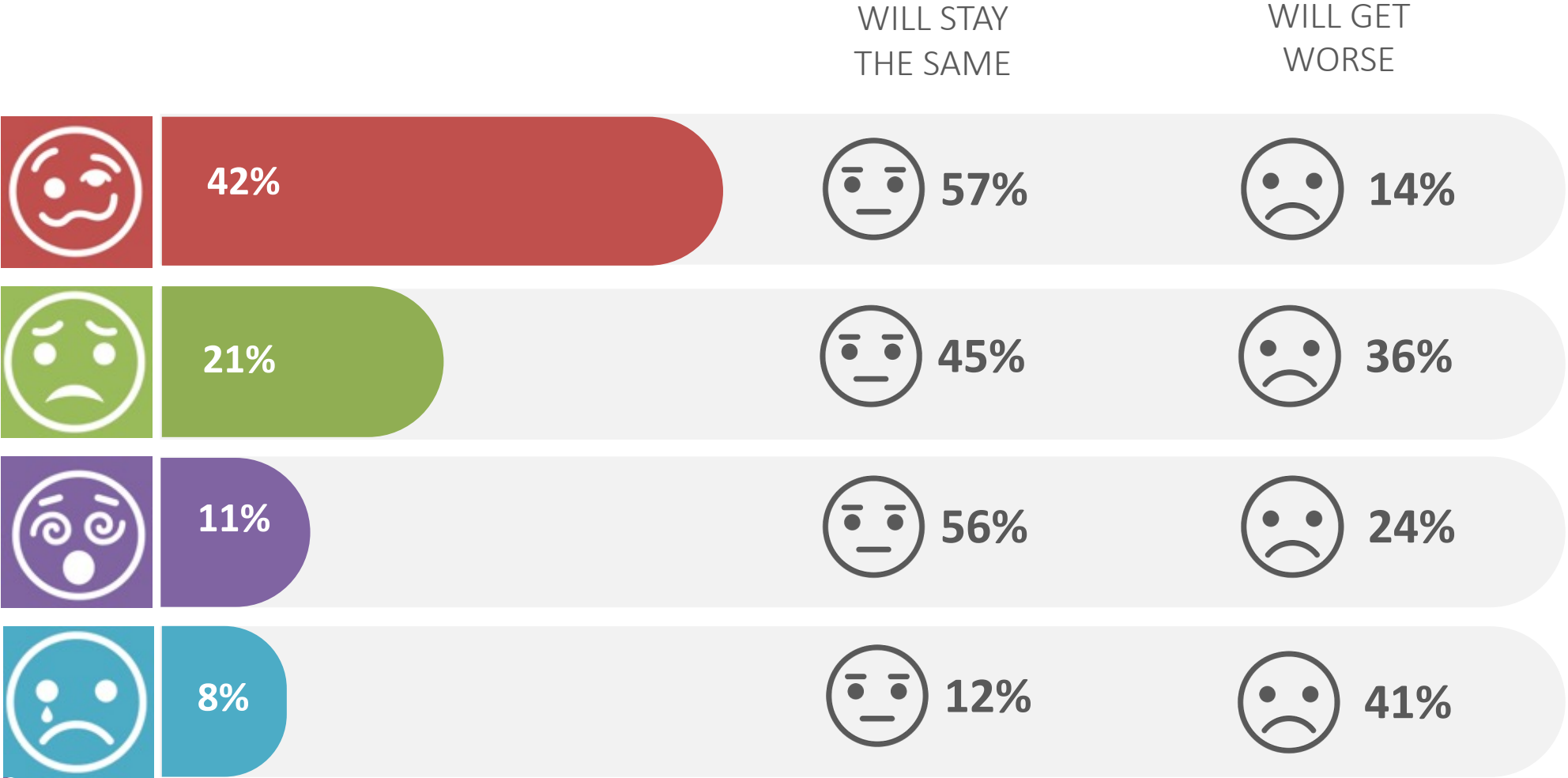
## CURRENT IMPACT ON STRESS LEVELS





# THE GREAT WORK-LIFE IMBALANCE

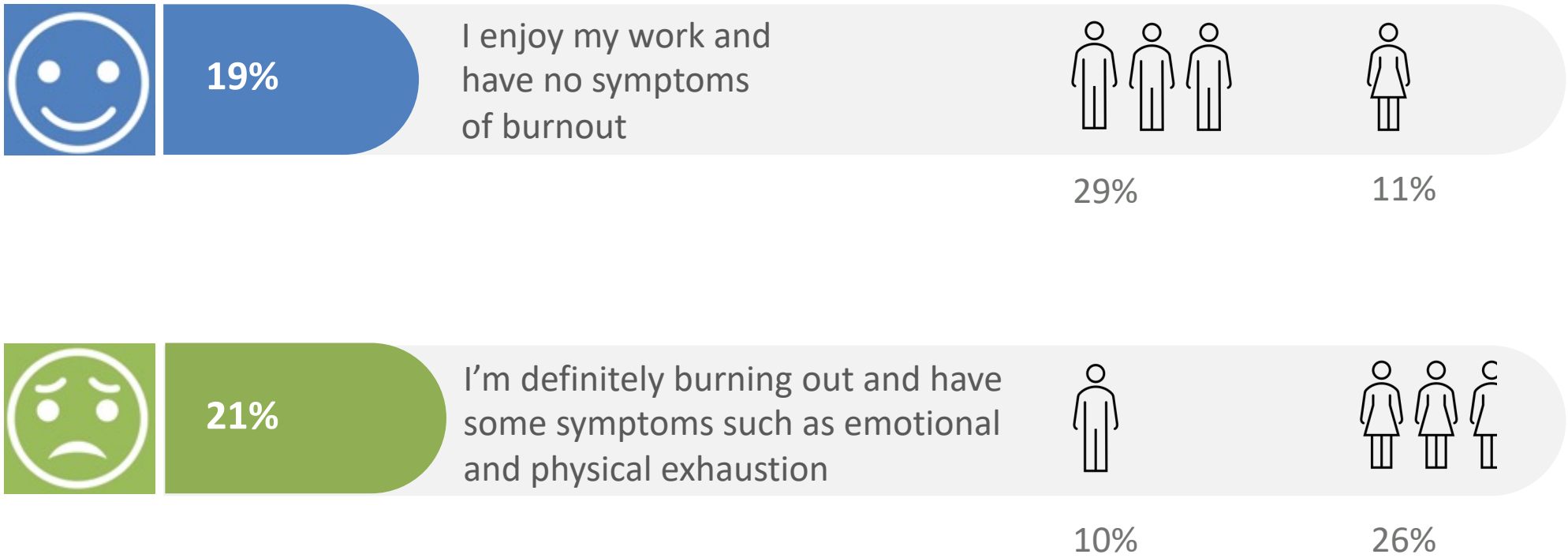
## VIEW ON FUTURE STRESS LEVELS





# THE GREAT WORK-LIFE IMBALANCE

IMPACT ON STRESS LEVELS, GENDER DIFFERENCES

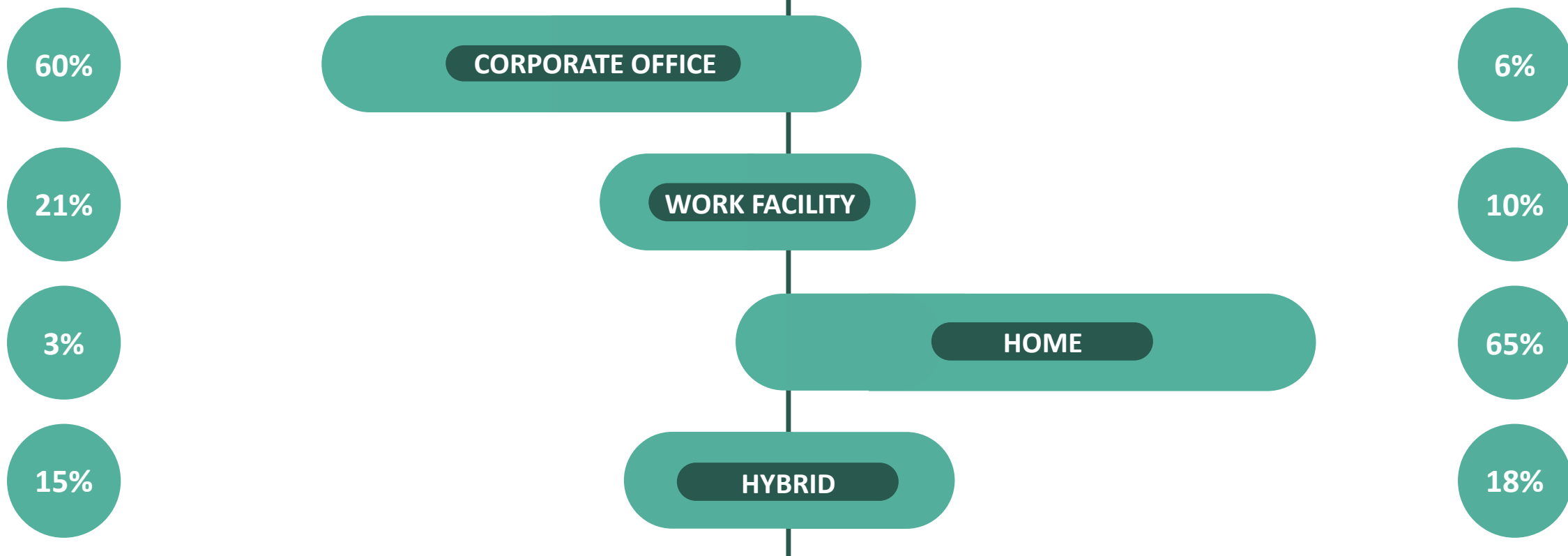


# THE GREAT MIGRATION

## PRIMARY WORK LOCATIONS

### PRE-PANDEMIC

### DURING PANDEMIC

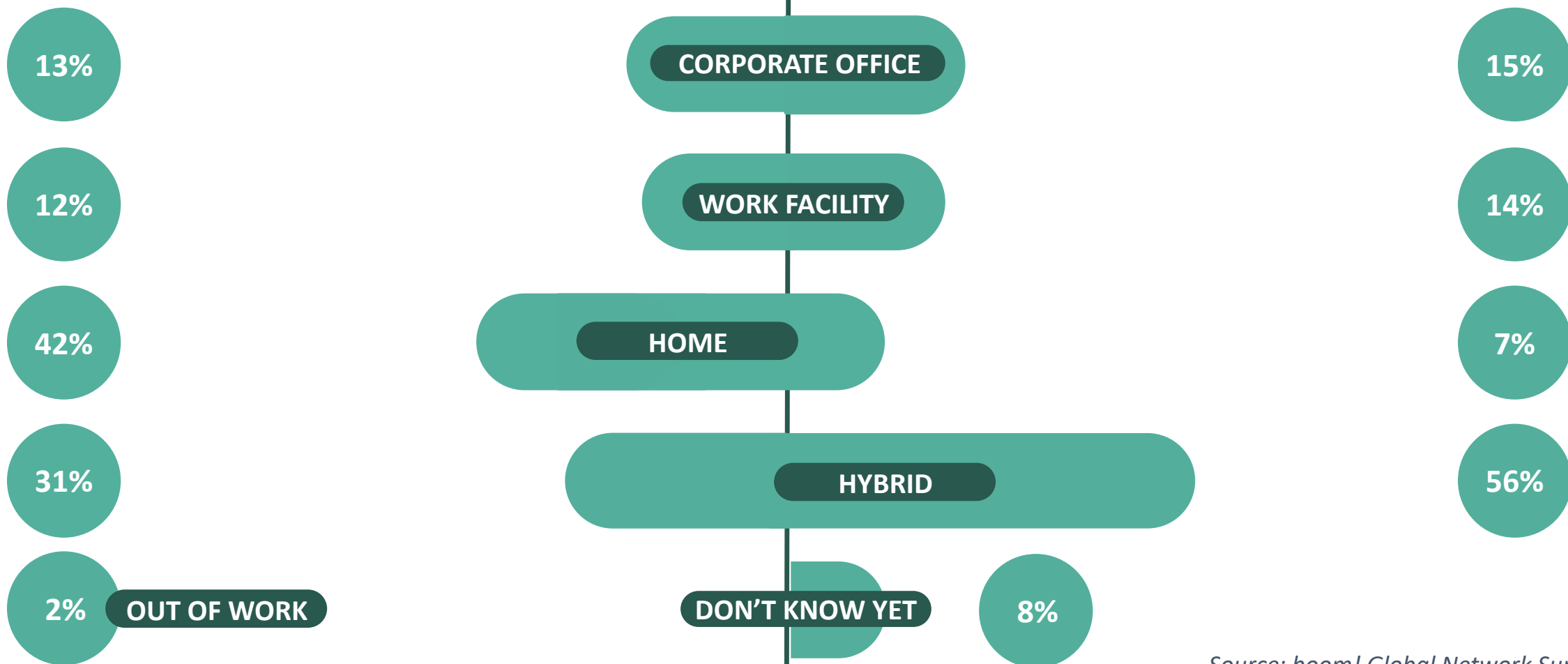


# THE GREAT MIGRATION

## PRIMARY WORK LOCATIONS

CURRENT

FUTURE



# THE GREAT RESET

## FUTURE WORKPLACE PREFERENCES



HYBRID  
**79%**



100% HOME  
**9%**

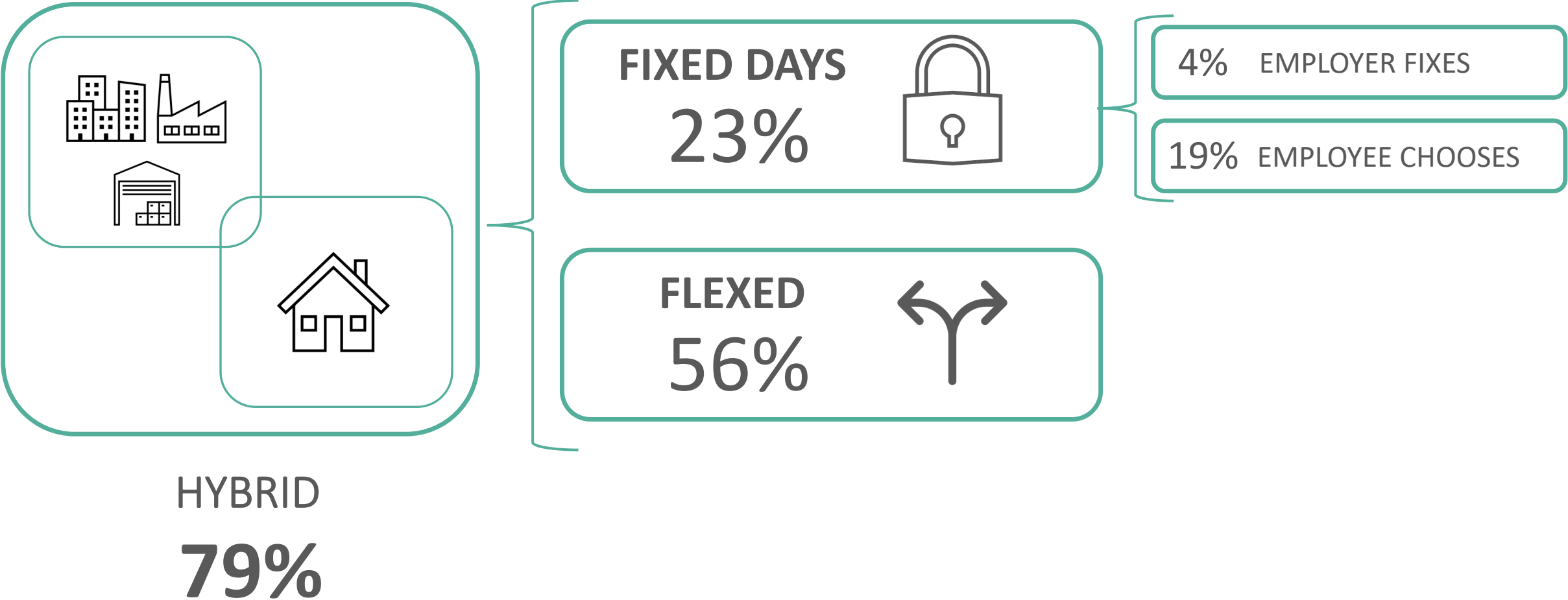


100% WORKPLACE  
**13%**



# THE GREAT RESET

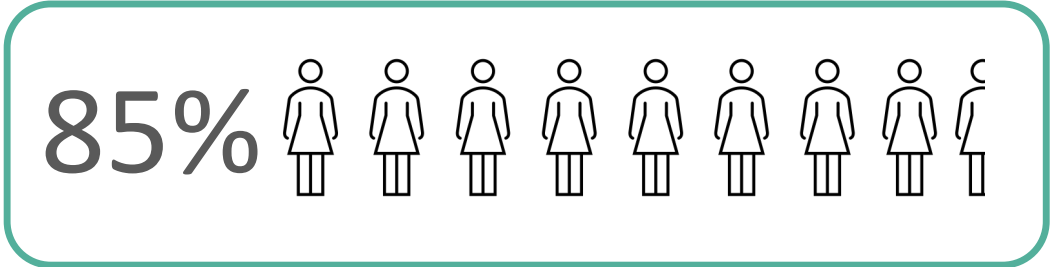
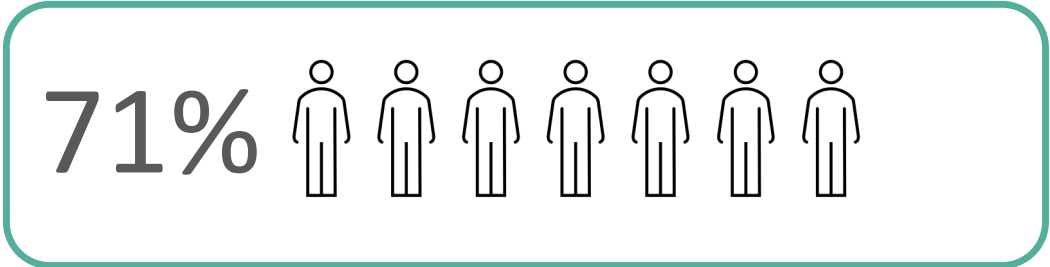
## HYBRID SCENARIO PREFERENCES





# THE GREAT RESET

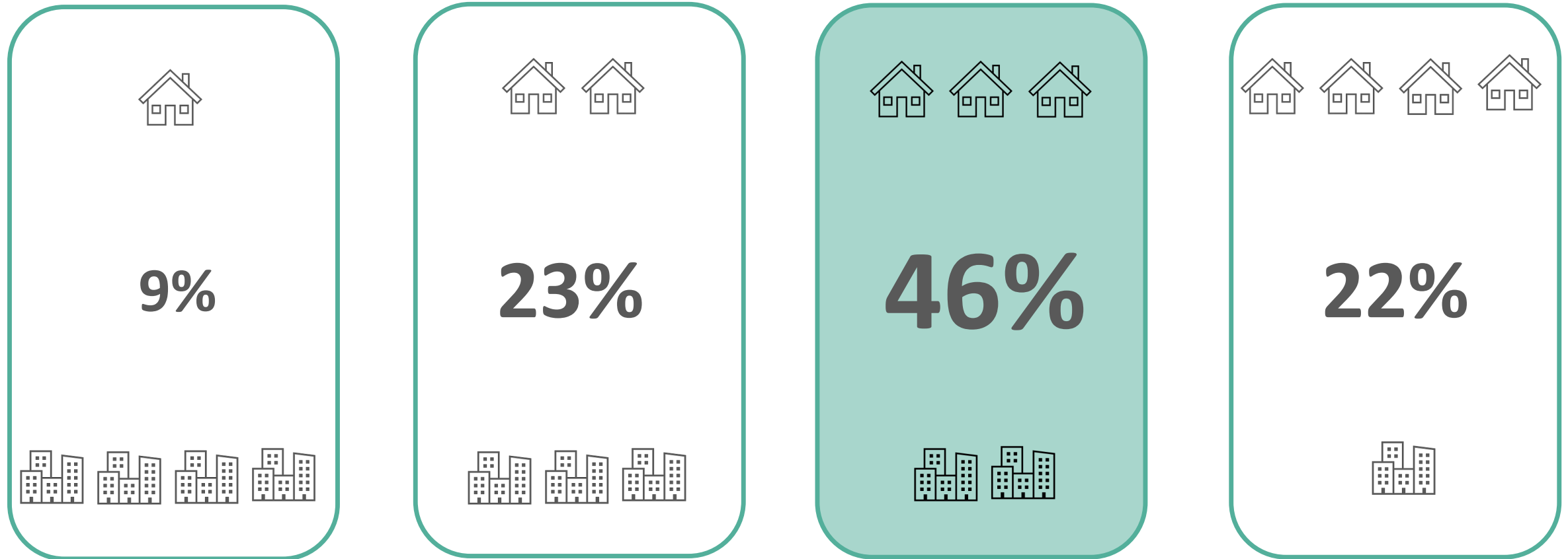
## HYBRID SCENARIO PREFERENCES BY GENDER



HAVE A  
PREFERENCE  
FOR HYBRID

# THE GREAT RESET

IDEAL HOME OFFICE TO CORPORATE WORKPLACE RATIO



# THE GREAT RESET

FROM HOME, IT'S EASIER / THE SAME / MORE DIFFICULT TO...



FOCUS AND BE PRODUCTIVE



WORK CREATIVELY /  
TRANSFORMATIONALLY WITH  
COLLEAGUES



COLLABORATE WITH COLLEAGUES IN  
A PLANNED WAY



ACCESS KEY PEOPLE  
& RESOURCES



COLLABORATE  
SPONTANEOUSLY



INTERACT SOCIALLY



DRAW CLEAR BOUNDARIES BETWEEN  
HOME AND WORK LIFE



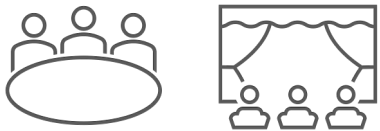
BE VISIBLE FOR CAREER  
PROGRESSION PURPOSES

# THE GREAT RESET

PERCENTAGE PLANNING LESS TRAVEL IN FUTURE

TO  
INDUSTRY  
EVENTS

45%



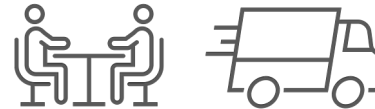
TO OTHER  
COMPANY  
LOCATIONS

43%



TO  
SUPPLIERS  
& PARTNERS

42%



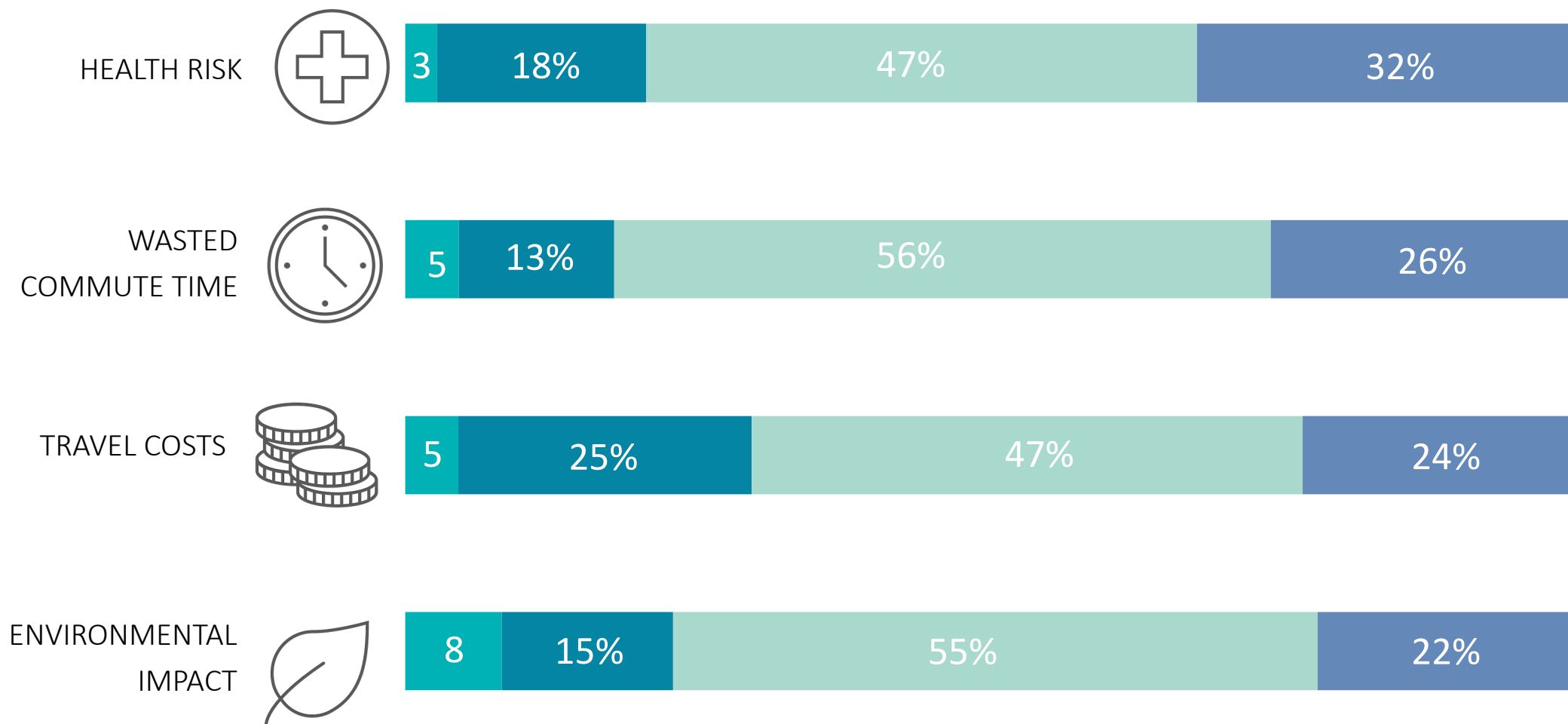
TO  
CUSTOMERS

32%



# THE GREAT RESET

## CONCERNS ABOUT RETURNING TO WORKPLACE LOCATIONS



NO OPINION

NOT CONCERNED

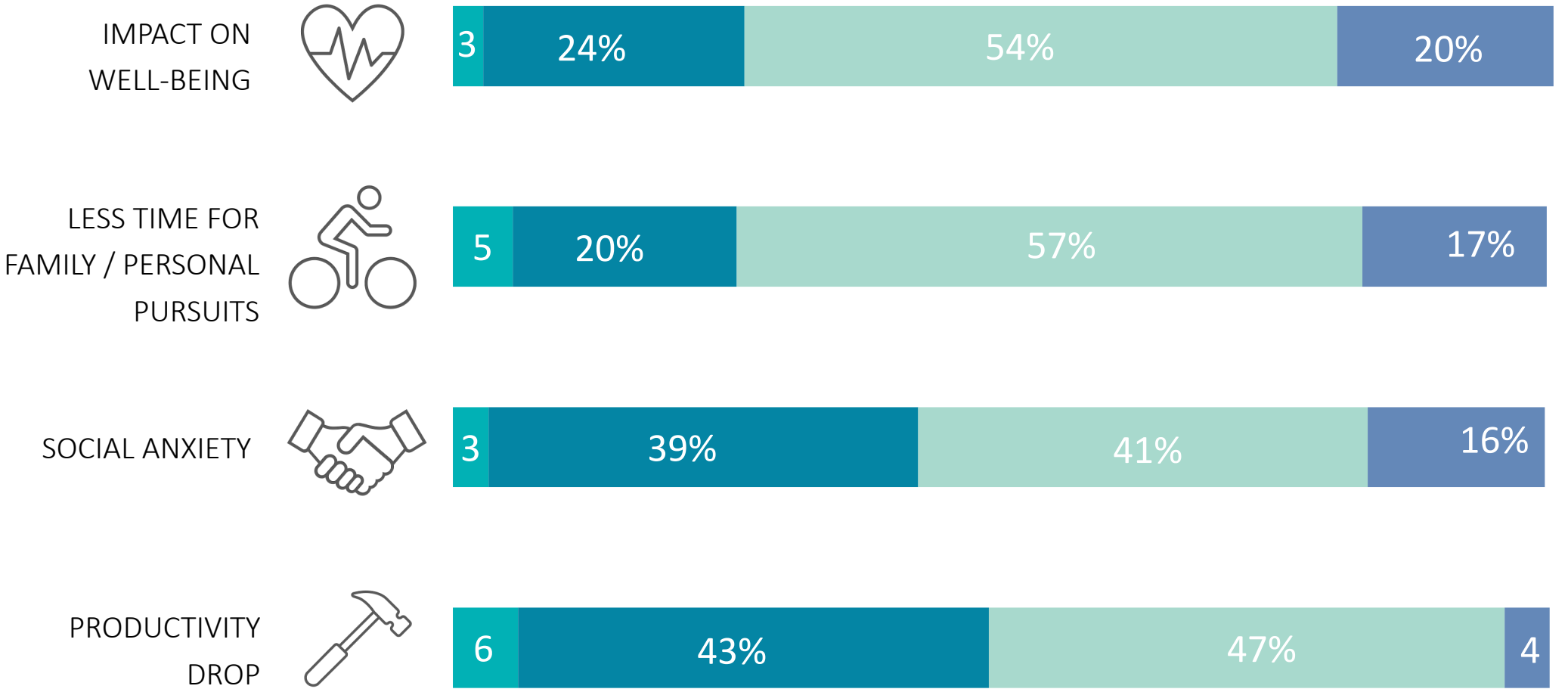
CONCERNED

VERY CONCERNED



# THE GREAT RESET

## CONCERNS ABOUT RETURNING TO AN OFFICIAL WORKPLACE



Source: boom! Global Network Survey 2021



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## THE GREAT RESET

QUALITY OF RELATIONSHIP / LEVEL OF INTERACTION WITH MANAGER



NOT AS GOOD

**21%**



ABOUT THE SAME

**63%**

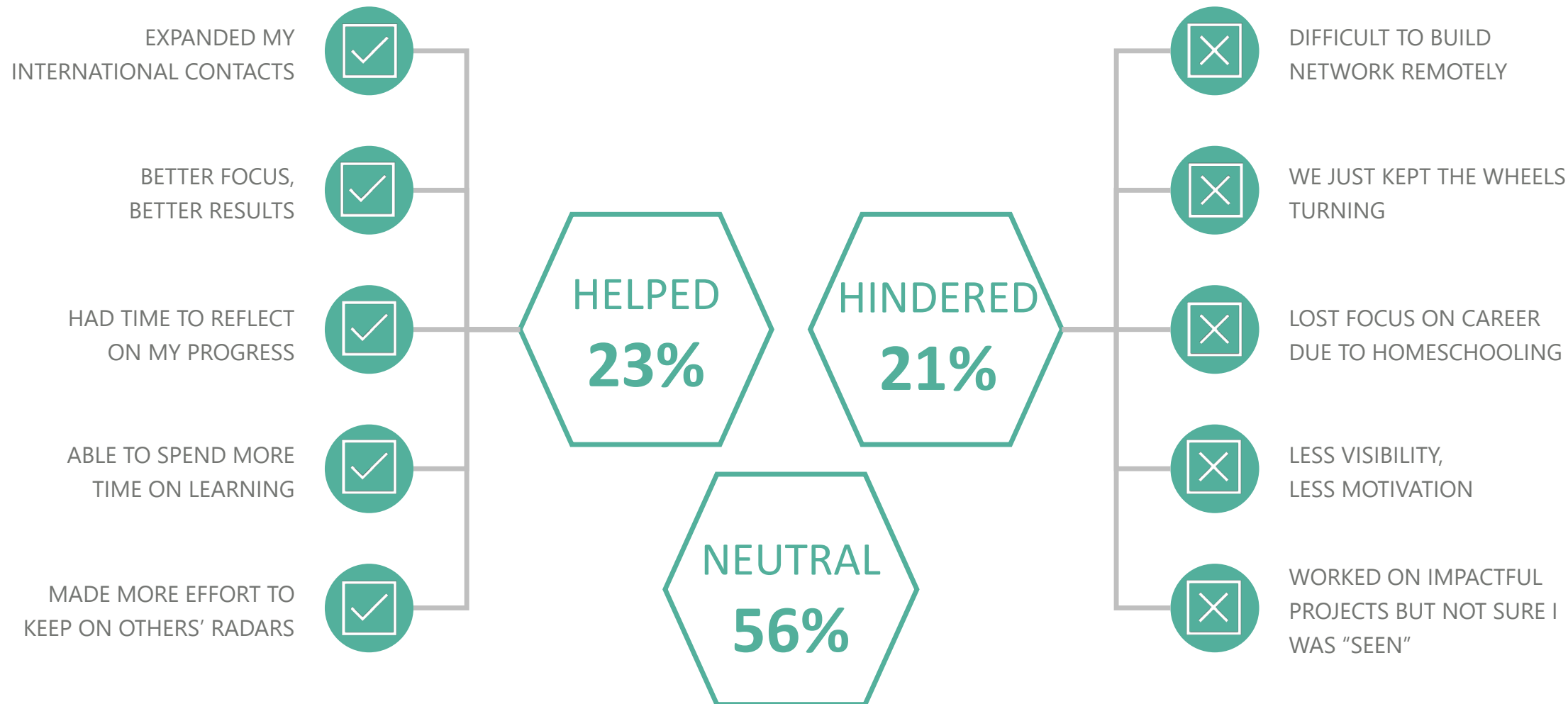


BETTER

**16%**

# THE GREAT LEVELLER / THE GREAT DIVIDE

## HAS REMOTE WORKING HELPED OR HINDERED YOUR CAREER?



# THE GREAT LEVELLER / THE GREAT DIVIDE

## VIEWS ON IMPACT ON EQUITY IN THE WORKPLACE

BEING IN THE SAME BOAT HAS  
CREATED MORE UNDERSTANDING  
& FLEXIBILITY



THERE'S MORE OPENNESS TO  
DISCUSSING MENTAL HEALTH  
AND WELL-BEING IMPACT



THANKS TO VIDEO CALLS, I MET  
WAY MORE PEOPLE THAN USUAL  
SO GOT MORE VISIBILITY



OUR COMPANY TAKES PRIDE IN  
DIVERSITY AND IT'S SHOWED  
ESPECIALLY DURING THE CRISIS



FATHERS HAVE BECOME MORE  
AWARE AND MORE EMPATHETIC  
TO WORKING MOMS



POSITIVE  
**27%**

NEGATIVE  
**28%**

NEUTRAL  
**45%**

THE USUAL SUSPECTS STILL GET ALL  
THE FOCUS, IT'S EVEN MORE  
DIFFICULT TO SELF-PROMOTE



THE ADDITIONAL BURDEN  
ON WOMEN HAS BEEN  
DISPROPORTIONATE



D&I HAS DROPPED DOWN THE  
COMPANY'S PRIORITY LIST



SOCIAL DIFFERENCES MEAN NOT  
EVERYONE HAS A GREAT HOME  
OFFICE OR TECHNOLOGY

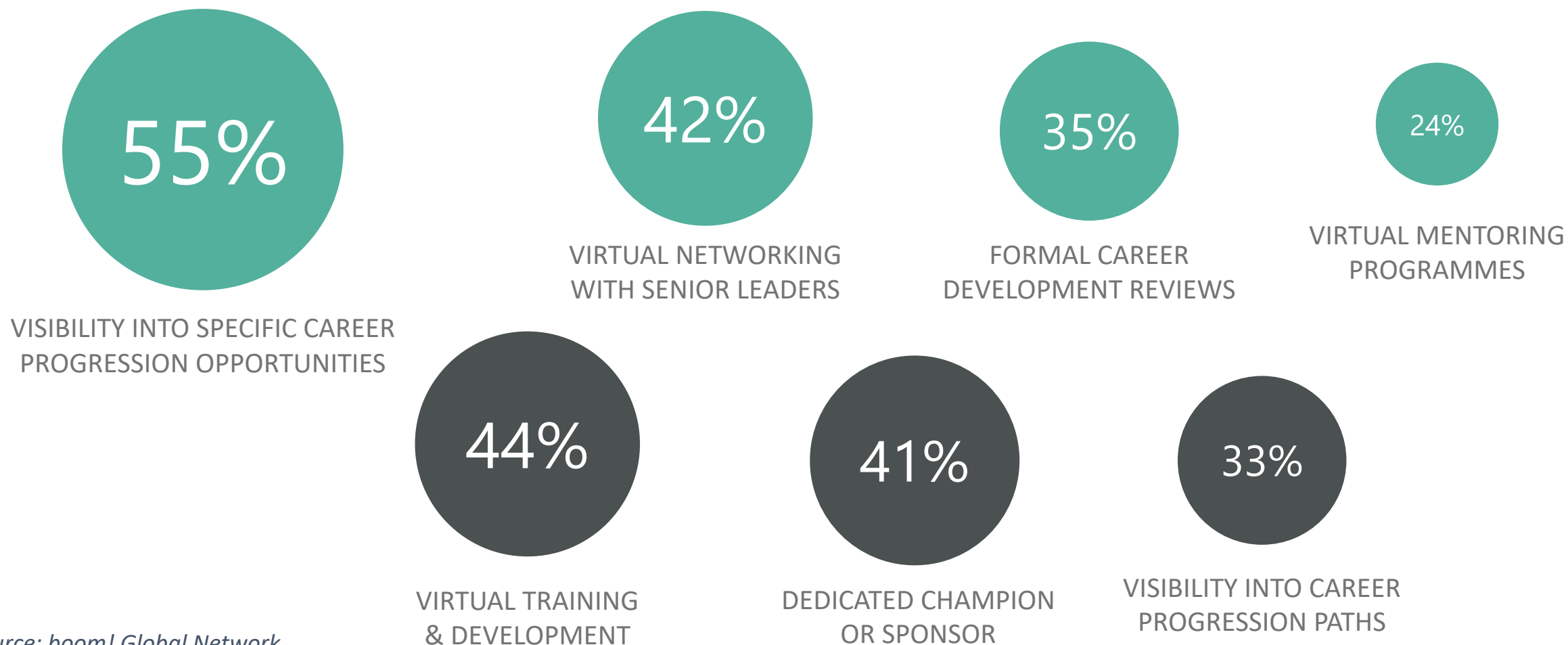


LOTS OF WOMEN IN FRONT  
LINE, NON-SALARIED ROLES  
LOST THEIR JOBS



# THE GREAT LEVELLER / THE GREAT DIVIDE

VIEWS ON INITIATIVES THAT WOULD BEST SUPPORT EQUITABLE  
CAREER DEVELOPMENT FOR REMOTE WORKERS

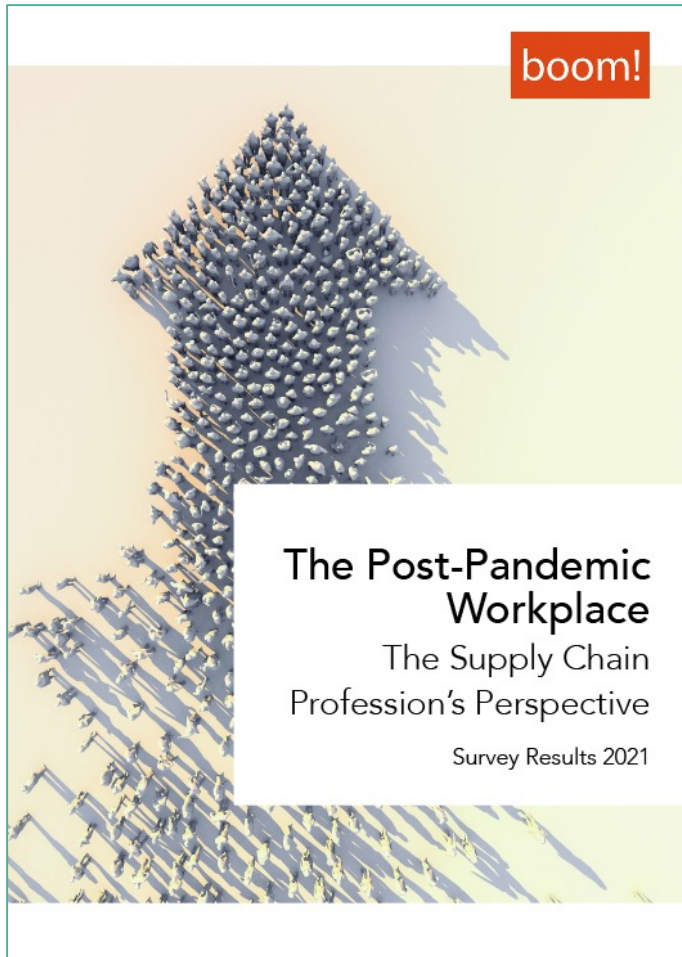


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# GREAT QUESTIONS

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# THANK YOU!



Get the slides... + report coming soon!

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