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# **How Enhancing the Employee Lifecycle Delivers Better Business & IT Outcomes**

**vmware®**



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Talent risk is #1 priority for  
CEOs in the wake of Covid-19<sup>1</sup>”

# End User Computing for Today's Employee

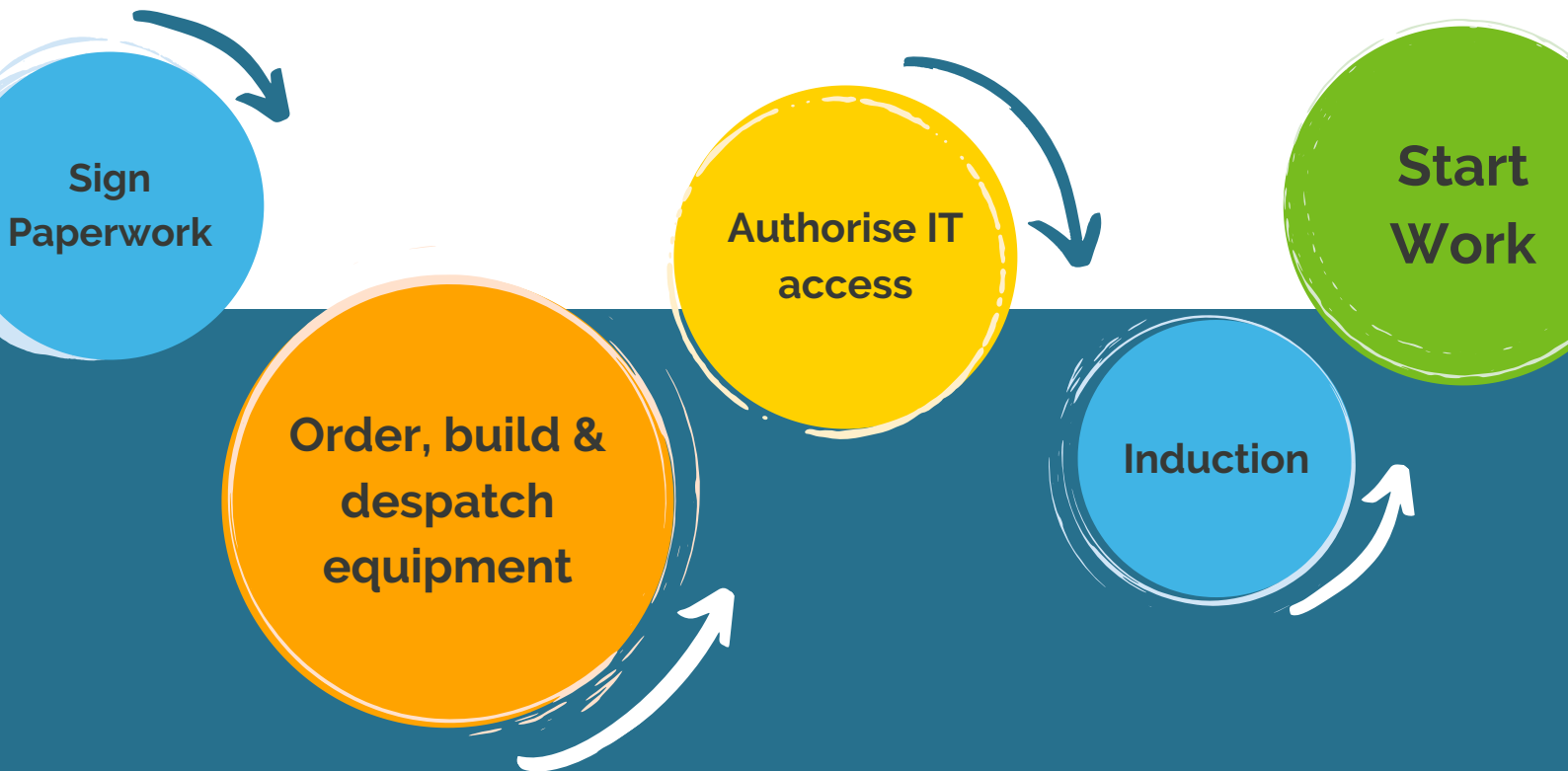


Looking after employees at every stage of their career lifecycle is vital for organisations to succeed - something that has become more complicated as the events surrounding COVID-19 led to organisations reducing real estate assets by up to 30%<sup>2</sup> and employees demanding greater flexibility.



In this article, we take a look at the unique role that VMware's End User Computing solutions have to play in prioritising the human aspects of work by simplifying IT at every point in the employment lifecycle: onboarding, in-role, and off-boarding.

# Onboarding



Despite the overall economy posting a record contraction in 2020<sup>3</sup>, many organisations continued to recruit, and individuals moved companies for career advancement – particularly in healthcare, distribution and technology<sup>4</sup>.

In each case, onboarding (even for site-specific roles) chiefly took place online.

This delivered an opportunity to challenge traditional in-person onboarding processes which delay time-to-productivity.

Physical paperwork, multi-touch device provisioning and inductions reliant on room availability mean it could take days or weeks for an employee to start their job in earnest.

With VMware Workspace ONE plus VMware Horizon, end users receive fully configured systems approximately seven workdays sooner<sup>5</sup>. The onboarding process becomes seamless and virtually contactless from Day Zero - allowing employees to sign agreements and receive pre-configured devices in time for them to get off to a productive start on Day One.

<sup>3</sup> Source: Business Insider - UK economy recorded a record contraction in 2020

<sup>4</sup> Source: Office of National Statistics - Healthcare, distribution and technology continued to grow despite the pandemic

<sup>5</sup> Source: Principled Technologies - Provisioning for Workspace ONE

# Workspace ONE + VMware Horizon

## Meet Jason

Your New Recruit



“

I was onboarded during the pandemic and couldn't believe how easy it was.

When my device arrived it was a case of switch it on, enter my credentials and all my apps were ready and waiting.

”

## Meet Vinny

Your Hiring Manager

“

Remote onboarding is so seamless that it's almost unnoticeable.

You make the offer, the new hire signs and selects their equipment via a secure Workspace ONE link. The device then arrives ready for the employee to participate in team activities



”

## Meet Richard

Your IT Manager

“

The workflow is brilliant – with Workspace ONE we can do zero-touch provisioning from the device the employee chooses, to the apps we deploy.

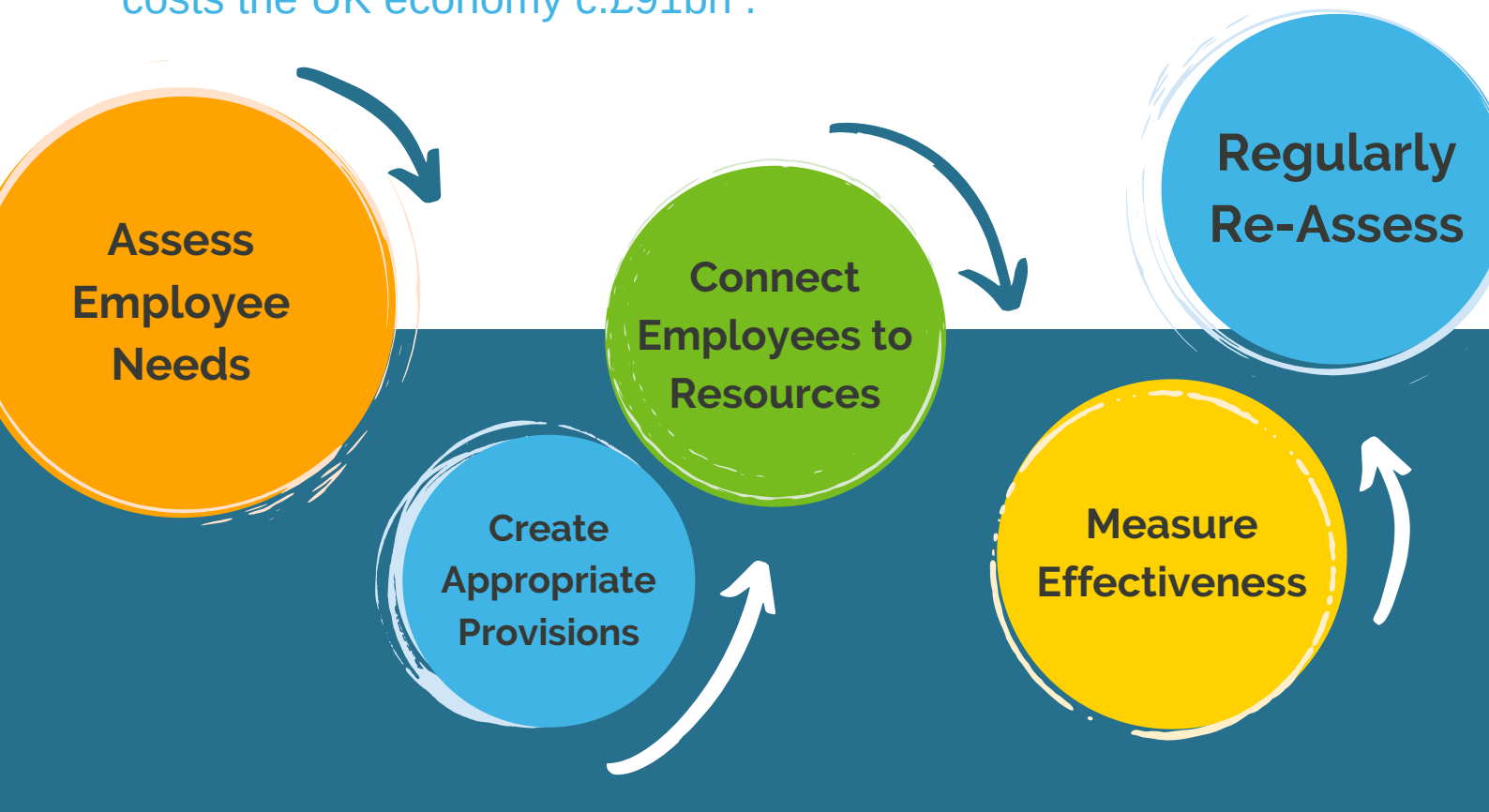
Users are happy and I spend more time developing my team to build the solutions the business wants.

”



# In Role

Even when roles are scarce, staff retention is a priority. 1 in 4 employees state they would resign if 'forced' to return to the office<sup>6</sup> and rates of depression and anxiety have increased significantly since March 2020 – absence through ill-health costs the UK economy c.£91bn<sup>7</sup>.



Organisations that demonstrate a firm commitment to employee wellbeing via effective programmes enjoy improved retention rates and increased profitability<sup>8</sup> - the challenge now is to adapt them for remote - and hybrid-working contexts.

Workspace ONE helps to achieve this in two ways: Intelligent Hub delivers context-relevant wellbeing apps and notifications to employees based on attributes such as geolocation and Workspace ONE Campus gives employees the ability to reserve desk space, navigate the office and view safety measures remotely – offering reassurance and confidence as they plan their return. Furthermore, Workspace ONE can reduce device TCO by two thirds<sup>9</sup>.

6. Source: ICAEW - 1-in-4 employees would resign if 'forced' to return to the office

7. Source: The Health Foundation - Absence through ill-health costs UK economy c.£91bn

8. Source: Forbes - Organisations that commit to wellbeing achieve greater business unit profitability

9. Source: VMware - Why shift to modern management?

# Workspace ONE Intelligent Hub + Workspace ONE Campus

Vinny, Your Hiring Manager

VMware's Intelligent Hub makes it easier to support my team.

I don't have to worry about whether people can access the tools they need to do their job – instead I focus on helping them be successful in this new situation.



Jason, Your New Recruit

Being able to immediately access wellbeing apps as they're released, and having the opportunity to book my desk online when I return to the office has removed a lot of stress and guesswork.



Richard, Your IT Manager

Rapidly deploying apps to a single, secure place means that we can quickly meet the needs of users and the business units while at the same time protecting network and data integrity.

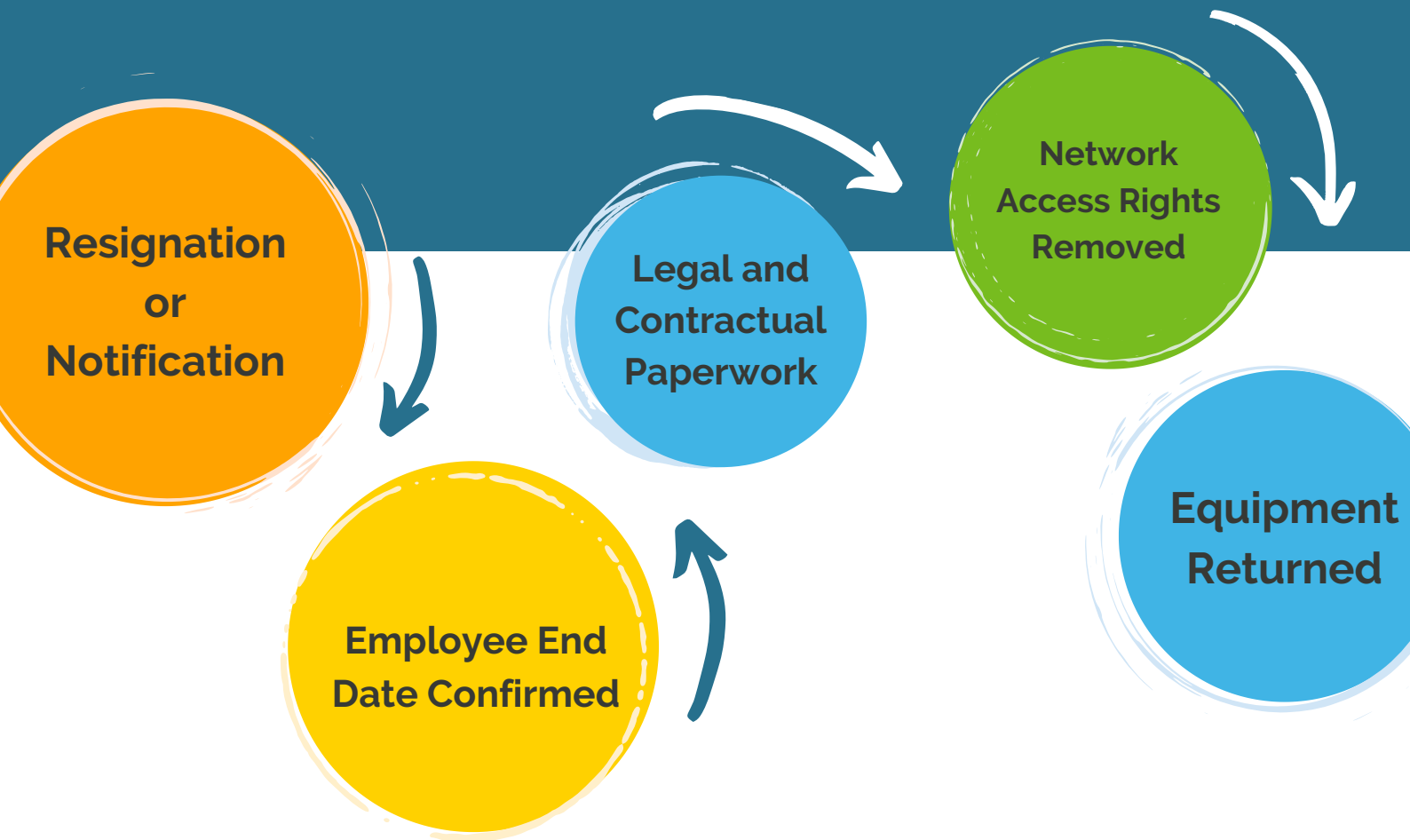


# Offboarding

This is a little talked about part of the employee lifecycle but a vital one to get right for everyone involved. With 'Bring Your Own Device' and 'Corporate Owned, Personally Enabled' programmes present in most organisations, employees need reassurance that personal data won't be wiped, and businesses need to know that corporate data cannot accidentally or maliciously be shared.

There's also the additional complexity relating to the volume of corporate apps and associated unstructured data.

Without a clear workflow or process in place, this data clutters networks and introduces risk.



Workspace ONE UEM builds on VMware's expertise in mobile device management to offer simple, automated, workflows that reduce the risks associated with data loss and improper data retention, and improve employee satisfaction. Real-time compliance policies protect data on corporate-owned and employee-owned devices<sup>10</sup>.

# Workspace ONE UEM

Richard, Your IT Manager

With users now having 40-50 apps, being able to simply deactivate the user once makes the whole process more precise and reduces the risk to our network.



Jason, Your New Recruit

Knowing that I won't lose my personal content or information removes one of my major concerns about having a COPE device.



Vinny, Your Hiring Manager

The automated workflow means the offboarding process is followed to the letter.

The employee doesn't have to worry about anything except returning their equipment and I don't have to worry about commercially sensitive information being lost.





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With VMware End User Computing solutions, organisations can develop more resilient, flexible business operations that drive better business outcomes by freeing up their time to invest in the most valuable asset that they have – their people.

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