

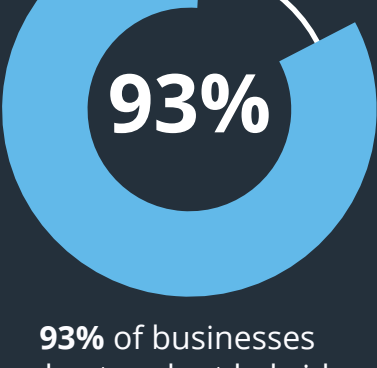


Guiding principles to thrive amid disruption

How your technology and systems can make the difference in managing change

After a period of disruption like no other, your business has changed. Are your systems still working for you and your people?

Hybrid work is here to stay



93% of businesses plan to adopt hybrid working models¹



47% of UK employees will consider leaving their job if they don't have the option for hybrid work²

#2

Remote work is the #2 factor for job candidates, trailing only salary²

Guiding principles for change

Forward-looking businesses look at three pillars of success when choosing software and services that match their needs:



Culture

Connect your HR and company culture to how your people think, feel and act

Operations

Work efficiently with data and applications across your organisation

Performance

Connect finance, HR, and other functions to the organisation's top-level goals

Put the principles to work

Consider how the guiding principles for change apply to the ways your organisation has changed most since the start of social distancing and remote work:



Your people

Are your systems equipped to help people stay healthy and engaged in a hybrid work environment? Do they help you provide clear, confidence-building communication?

2.9x



Employees who feel anxious due to the lack of communication about the future are **2.9x** more likely to experience burnout.⁴

55%

Over **55%** of the world's software packages are out of date, introducing security and performance risks.⁵



Your financial and business planning

Do your systems still match your business model and organisational structure? Can they keep up with the accelerating rate of change?



Your integration

Can your systems talk to one another and deliver a full picture of your organisation's performance?

843



29%

Organisations use **843** individual applications on average, but only **29%** of these applications are integrated⁶

7%

Only **7%** of organisations utilise an asset management system to track valuable assets.⁷



Your equipment

Can you monitor where your equipment is, and allocate resources effectively when teams are remote?



Your digital capabilities

Can your people access your systems from anywhere, anytime they need to?

4x



Investment in cloud software delivers more than **4x** the ROI of on-premises solutions⁸

51%

51% of employees would lose trust in their employer if a single paycheck is incorrect⁹



Your outsourcing strategy

How can you make sure your people are paid correctly, while focusing your energy into what makes your business unique?

How IRIS can help

We can help you chart a successful course with solutions that meet your needs as you change and grow.



IRIS for People

Companies across the UK use IRIS software to manage over one million employees.

Track assets and stay in compliance from anywhere and on any device.

IRIS for Equipment



IRIS for Financial Planning

Handle any business case for organisations of any size with unified ledger accounting.

Hosted systems deliver better control over IT and software spend, and confidence in uptime.

IRIS for Digital Modernisation



IRIS for Outsourcing

Outsourcing payroll can boost efficiency, improve business focus and save you money.

IRIS helps top businesses look forward with certainty and confidence

To learn more about how our solutions can help you succeed in an era of disruption, visit [here](#).

Or, call our team on 0333 696 0854 to talk with IRIS about building your future.

¹ CBI Economics Survey, <https://www.cbi.org.uk/articles/the-revolution-of-work/>

² Atlas Cloud Survey, <https://www.atlascloud.co.uk/research/get-hybrid-working-done/>

³ 2021 EY Work Reimagined Employee Survey, <http://hrnews.co.uk/more-than-half-of-uk-employees-would-quit-their-jobs-if-not-provided-post-pandemic-flexibility/>

⁴ McKinsey, What employees and the future of remote work, <https://www.mckinsey.com/business-functions/organization/our-insights/what-employees-are-saying-about-the-future-of-remote-work>

⁵ Avast, Avast® PC Trends Report 2019, https://cdn2.hubspot.net/hubfs/486579/Avast_PC_Trends_Report_2019.pdf

⁶ MuleSoft, 2021 Connectivity Benchmark Report, <https://www.prnewswire.com/news-releases/study-reveals-integration-challenges-threaten-digital-transformation-with-organizations-spending-on-average-3-5-million-on-custom-integration-labor-costs-301257870.html>

⁷ IRIS, The beginner's guide to asset management, <https://go.iris.co.uk/rs/971-NWB-802/images/The%20beginner%E2%80%99s%20guide%20to%20asset%20management.pdf>

⁸ Nucleus Research, Cloud Delivers 4.01 Times the ROI as On-Premises, <https://nucleusresearch.com/wp-content/uploads/2020/11/u176-Cloud-delivers-4.01-times-the-ROI-as-on-premises.pdf>

⁹ IRIS, Your guide to payroll outsourcing, <https://fmpglobal.co.uk/wp-content/uploads/2020/11/Your-Guide-to-Payroll-Outsourcing.pdf>

