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| **Offered to BKR Human Resources Committee** |

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**How HR Supports a Remote Workforce**

***Provided by TIERNEY Coaching & Consulting, Inc.***


**TIERNEY** Coaching & Consulting, Inc.

**Lisa Tierney, CLSC – a Certified Life Strategies Coach and President of TIERNEY Coaching & Consulting will be facilitating a discussion about supporting a remote workforce which will include identifying obstacles that get in the way of offering employees flexible working arrangements that will surely be the impetus for attracting and retaining top talent in the future of the accounting profession.**

**Current Staff Working Remotely – Part I**

What percentage of your staff works remotely?

Can all staff work remotely? Why / why not?

What is the impression from partner group on remote access in general?

What is the biggest perceived obstacle about letting staff work remotely / from home?

**Hiring Remote Staff**

Have you ever hired someone who works 100% from a remote location?

If so, can you share how that has been working out (or not and why?)

Is hiring someone from outside your physical geographic area a possibility that has been considered?

What do you perceive as the biggest obstacles around hiring a remote employee?

**Working Around Perceived Obstacles**Learn how to make Power Statements / Ask Power Questions that bypass any and all obstacles!

**Lisa Tierney, CLSC** is an award winning marketing consultant and a certified life strategies coach with nearly twenty years of experience in serving multi-partner professional services providers across the U.S. She has provided webinars, teleconferences, workshops and keynote presentations for such organizations as the Association for Accounting Marketing, the International Coach Federation, the PICPA, the Association for Accounting Administration, the Institute of Management Accountants, to name just a few. She is a member of the CPA Leadership Institute's Leadership Panel and an active member of the International Coach Federation. She has been published in numerous publications, including *Accounting Today, Legal Intelligencer,* and the *Philadelphia Business Journal*.