



# Work Environment Discovery

Make an impact on your work environment and talent strategy



Many organizations are being faced with unprecedented challenges in talent management and work environments, and increased complexity also brings increased risks of tax and legal non-compliance. Amidst constant change, they often find themselves reacting to these issues rather than proactively addressing them.

## Some of these issues include



**Employee health and wellbeing challenges**



**Talent shortages**



**Environment, social and governance (ESG) focus**



**Competitive pressures on compensation**



**Hybrid and remote work**



**Globalization and cross-border travel**



**Enhanced Diversity, Equity & Inclusion (DEI) awareness**



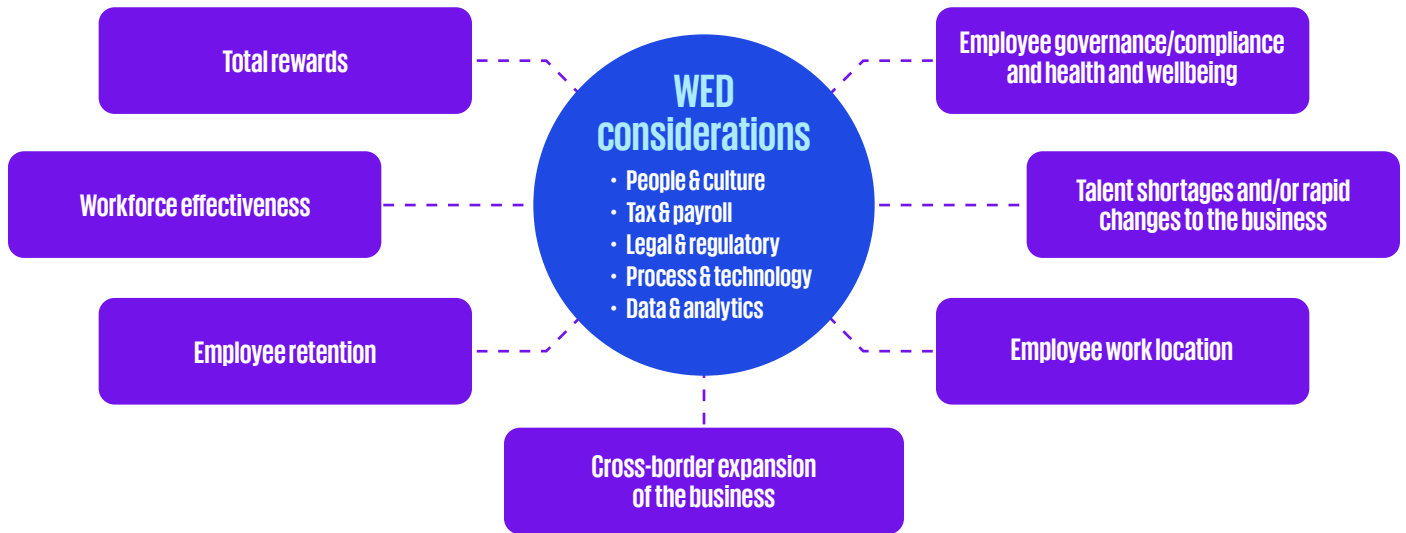
**Work from Anywhere**

## What is Work Environment Discovery?

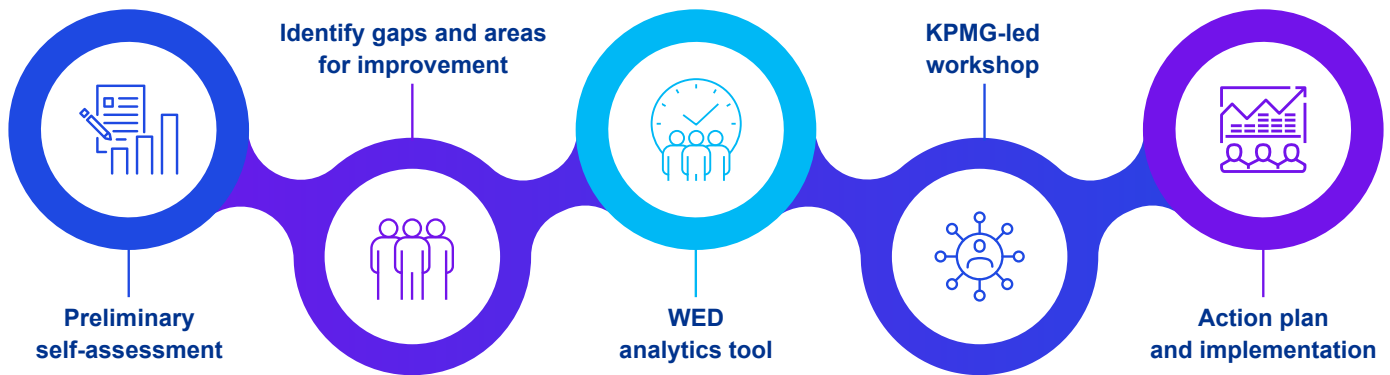
In light of these challenges, KPMG has developed Work Environment Discovery (WED), a comprehensive assessment that allows your organization to holistically consider all the work environment issues that may impact your talent strategy, and develop a plan to address those that are the most impactful to your business and employees.

# Key focus areas

The assessment is broken into 7 main focus areas that impact many organizations, and addresses a variety of key considerations throughout.



# How does it work?



<p>High-level self-assessment questions to determine maturity level and prioritize importance within the seven key focus areas.</p>	<p>Deeper dive performed for each priority area to highlight key considerations and desired approach. Gaps identified for further consideration.</p>	<p>Utilize the WED analysis tools to view a summary of results, access analytics to understand relationships between topics and benchmark against other organizations.</p>	<p>KPMG tax professionals discuss WED analytics, collaborate with key stakeholders, and generate ideas and solutions.</p>	<p>Determine action plan with practical solutions and next steps for implementation.</p>
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# Benefits

## Work Environment Discovery will help you to:

- Understand your organization's current maturity and priority levels across key work environment related focus areas;
- Understand relationships between various topics, how they inter-relate, and how they can be addressed together versus separately;
- See trends in how your work environment is maturing over time, and how priorities are changing as the assessment is revisited;
- Benchmark against other organizations across each focus area, at a point in time and over time.

## The WED assessment and basic results are complementary. Optional features include:

- Customization of the assessment to add questions that are specific to your organization;
- Tailoring assessment questions to different levels with your organization (e.g., senior leadership, HR, employees, etc.);
- Various data visualization options to better highlight multiple relationships between areas/topics;
- KPMG-led workshop, action plan and implementation of solutions.

## Our cross-service team

We have an experienced and multidisciplinary team with the skills to guide your organization in assessing its work environment maturity, prioritizing areas of focus, and generating/implementing solutions that cover all key considerations. Together, we can give your organization a competitive edge and help facilitate a thriving work environment that employees will want to be a part of.

## Contact Us

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