Create a team culture for field-based employees

Unifying, aligning and motivating your dispersed workforce

people first
The need for effective engagement tools

Physical isolation and poor technology can result in remote, dispersed, field-based employees feeling cut off, under-valued and demotivated. If you don’t address the issue, you could be faced with increased absences and employee turnover.

To be effective, any approach to maintaining cohesion and fostering a sense of belonging needs to clearly answer how you can:

• ensure field-based employees feel engaged and aligned with a strong company culture
• make life easier for mobile employees and relieve their day-to-day stress

The elements of engagement

At the most basic level, mobile employees need mobile technology that supports their daily jobs, saving them time and effort – especially across admin tasks that detract from their core skills.

To build their sense of belonging to a unified culture, your field-based workforce needs regular, relevant communications – such as newsfeeds and daily briefings – as well as a shared platform for peer-to-peer recognition and appreciation.

The easier it is for them to collaborate across different locations, and the more personalised their interactions can be – for example, through community interest groups – the stronger your people’s sense of involvement and wellbeing. And to ensure they feel they have a voice and are supported, physically-distant workers need an easy, instant channel for two-way dialogue. A channel that enables check-ins with their line manager, and cross-functional team collaboration for ideas sharing.

Companies with highly engaged employees outperform their competitors by

147%
The benefits of building better teams

- **Stronger engagement** with everyone feeling more involved, listened to and supported
- **Greater alignment and a more unified culture** through regular, informative communications
- **Improved wellbeing** with more opportunities for two-way dialogue
- **Improved efficiency** through an intuitive, mobile-first interface for HR and payroll tasks

People First engages everyone on a single platform

People First is the market’s most comprehensive, cloud-based, mobile-first HR and payroll platform for building engagement and alignment across a dispersed workforce. It includes:

- communications features such as newsfeeds, daily briefings and weekly newsletters
- community collaboration groups
- personalised engagement options
- dialogue functionality, including instant line manager check-ins
- intuitively-easy UI with a social media look and feel

“We really appreciate the integration of social elements, such as check-ins. The modern UI and range of ways to collaborate, partner and work towards team goals are all very intuitive!”

Business Development Director, Enable Consulting
Why People First from MHR?

• A single, truly integrated platform supporting the complete spectrum of HR and payroll needs
• The most intuitive, employee-centric HR and payroll platform on the market, delivering a user experience on a par with the best consumer apps
• A modern, cloud-based, mobile platform built utilising the latest technologies and continually developed to meet the evolving needs of today's businesses
• Faster time to value, and reduced cost of ownership due to the ease of implementation, low management overhead and cloud-based delivery model
• Brought to you by MHR, a financially-independent, privately-owned UK business with a 35-year track record of innovation in HR and payroll

See how easier meets better with People First.

For more on how you can streamline and transform your HR and payroll processes, including a People First demo, just get in touch.

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