

TRAVEL AS EMPLOYEE BENEFIT

The last year and half taught us some crucial things as it pertains to work, life, and travel. One, that we all have an even greater desire for work/life balance. And two, that face-to-face human connection is more important than ever. At Cadence, we believe that travel can be such an incredible asset to any organization, and have tremendous impact on your business, your relationships, and your experience. Below are just a few easy steps organizations can take to promote travel as employee benefit and address the changing needs of today's workforce. Travel Still Matters. Let Cadence show you how.



1. Do a Pulse Check. Check in with your people. Ask questions. What's important to them? Are they ready to travel? Make this part of the process ongoing to ensure you're adapting to change.

4. Meet Purposefully. Adopt a more purposeful design approach for your in-person experiences to add value back to your meetings and events. Face-to-face is still the best way to build trusted relationships and connected teams.

2. Be Flexible! Today's travelers want policies that prioritize health, safety, and experience. A thoughtful, modern travel policy considers much more than logistics or cost savings, but the people at the heart of the program. Flexibility is key!



5. Encourage Time Off. Vacations reduce stress, help prevent burnout, and promote work-life balance – all of which typically lead to happier, more productive people. Prioritize time off, vacation planning and incentives to build strong company culture.



3. Engage in Policy Conversations Together. HR, Sales, Executive Teams, Security, Managers and Road Warriors – all have a stake in your policy, and different needs to be considered. Include more people in the conversation to ensure you're covering as many points of view as possible.

6. Embrace Multi-Purpose Travel. Think internal meetings in conjunction with industry conferences, allowing families to join meetings in desirable locations, encouraging business travel mixed with personal, and enabling remote work to happen anywhere.



7. Communicate! While this one may seem obvious, it's a crucial and often missed opportunity to ensure travelers are secure and confident in what is expected of them, and what the organization is doing to meet their evolving needs. You've done the work – now make sure everyone knows!

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