



**BUSINESS
PARTNER
PROGRAMME**

THE SESSION WILL START SHORTLY



**BUSINESS
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#2 THE CHANGING WORKPLACE

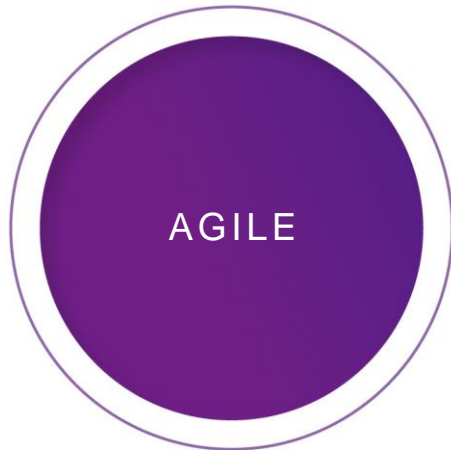
WHAT WE HOPE TO DO TODAY



1. Explore the key changes affecting the workplace and the workforce
2. Take you through the EACH framework
3. Explore the implications of Covid on the workplace
4. How to make it work

WE WERE ALREADY DISRUPTED BEFORE THE CRISIS

EVERY ORGANISATION IS TRYING TO BE ...



EACH
EMPLOYEES
ADULT CONSUMER HUMAN

EACH
EMPLOYEES
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ADULT

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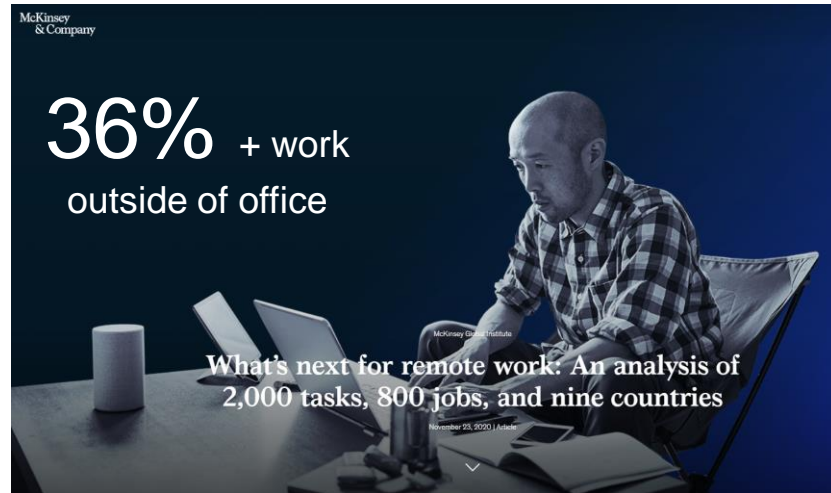
ADULT CONSUMER HUMAN

HUMAN

EACH
EMPLOYEES
ADULT CONSUMER HUMAN

IMPLICATIONS OF COVID ON WORKPLACE

WHAT DOES RESEARCH SAY ABOUT THE WORKPLACE AFTER COVID?



Transformation

Rewiring how we work: building a new employee experience for a digital-first world

The Future Forum launches the Remote employee experience index to help organisations to redesign work

Author: Brian Elliott, VP of Future Forum
7th October 2020
Illustration by [Pete Ryan](#)

TABLE OF CONTENTS

- The 5 key elements of the working experience

⌚ 8 min read



Remote workers are happier ...

- Work-life balance (+25.7)
- Managing work-related stress and anxiety (+17.3)
- Productivity (+10.7)

DISRUPTIVE HR'S OWN RESEARCH



41%

Back to normal by the summer

47%

Office will be for networking only

12%

Won't renew current lease

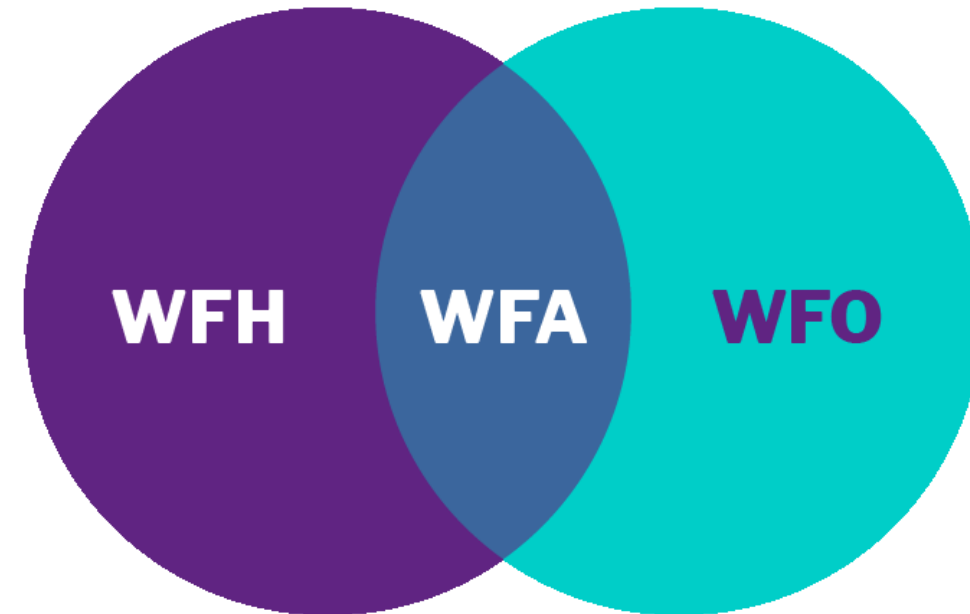
THE NEW HYBRID



Not just about WFH or WFO – but WFA - Working From Anywhere.

The new hybrid is the best of all worlds:

- structure and sociability on one hand, and
- independence and flexibility on the other
- with a culture that engages employees wherever they are.



IT'S ALL ABOUT PROVIDING CHOICE



coinbase



WORK AND LIVE ANYWHERE

Google

coinbase

NOVOS



Design Your Dream Lifestyle

Why work from home if you could work from anywhere?

What if you could learn how to surf on a beach in Mexico...or maybe improve your cooking skills out in the woods of Oregon? What about starting your day paddle boarding out on a beautiful Caribbean Island?

LET'S GET STARTED



MAKING IT WORK

INCREASING COLLABORATION AND CONNECTIVITY



VAYNERMEDIA



zapier*

RE-LEVEL THE PLAYING FIELD

- Pay based on job role, not location
- Leaders don't always work from HQ
- Adapt your meeting practices
- Review your benefit packages
- Give allowances so everyone can create a workspace that works best for them



FOCUS ON OUTPUT-BASED MANAGEMENT



lets**go**



PRINCIPLES NOT POLICIES



'Every job can be done flexibly'



'Trust doesn't have to be earned'

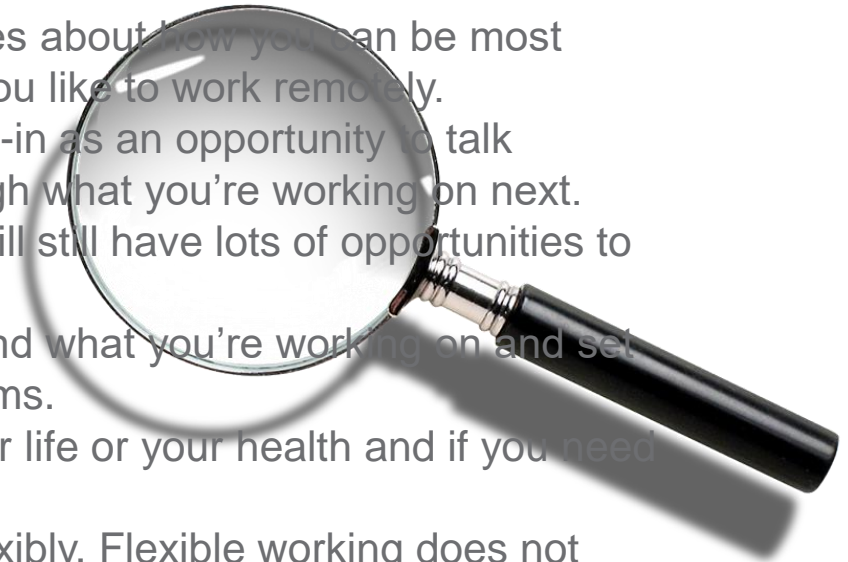


'Own the way you work'

THE THRIVE TRIBE WORKING DAY

THE BEST BITS...

- We prioritise people. Our work schedules balance the needs of clients, stakeholders and colleagues, as well as ourselves.
- Our starting point is that every job can be done flexibly.
- We focus on great outcomes. We won't measure the time you spend in the office or the hours you work. We trust you to achieve the results we agree upon.
- We want you to 'own the way you work' and you'll have your own preferences about how you can be most productive. That means all our offices are open to you, but it's also cool if you like to work remotely.
- Every team member is encouraged to ask their manager for a regular check-in as an opportunity to talk through how you are doing, recognise what you've achieved, and talk through what you're working on next.
- We know the value of getting together and maintaining team ethos, so we will still have lots of opportunities to meet up.
- Two-way communication is key. Let your team know when you're working and what you're working on and set expectations on email response times and availability via messaging platforms.
- Speak to your manager if you feel your work schedule is interfering with your life or your health and if you need any equipment to make your job easier.
- You will not be overlooked for promotion opportunities because you work flexibly. Flexible working does not make you less deserving.
- We believe in leading by example – so all our leaders will work flexibly too and they will actively support you to own the way you work.



The IBM Work From Home Pledge

During times of COVID-19

I pledge to be **Family Sensitive**.

I pledge to support **Flexibility for Personal Needs**.

I pledge to support **“Not Camera Ready”** times.

I pledge to **Be Kind**.

I pledge to **Set Boundaries** and **Prevent Video Fatigue**.

I pledge to **Take Care of Myself**.

I pledge to **Frequently Check In** on people.

I pledge to **Be Connected**.



A LEADER'S ROLE IN MAKING IT WORK - CHECKLIST

1. Do I Work From Anywhere (WFA) – or am I always in the office?
2. Do my team members have what they need to be able to work effectively from anywhere?
3. Are my meetings always about 'tasks' or do I create opportunities for social interaction?
4. Do we need to re-think frequency and length of our regular meetings?
5. Are we reviewing our objectives as a team often enough?
6. Am I catering to the communication needs of different personalities on our team?
7. Am I having enough quick check-ins and chats about career development?
8. Are we celebrating enough as a team? How am I recognising individual team members?
9. Am I using a range of tools such as WhatsApp or Slack to keep conversations going outside of meetings?
10. Do I let my team know that I want them to manage their own well-being – but that I am here if they need support?
11. Am I unconsciously promoting an always-on culture?
12. Have I told my team how I like to be communicated with?



HELPING YOUR TEAM TO KNOW HOW TO WORK BEST WITH YOU – CEO OF CULTURE AMP



What's your post-covid action plan for your area of the business? (that is in your control to influence) e.g.

- Asking our people what they want
- The purpose of the office
- Approach to flex working – policy & process or agile?
- Managing by outputs
- Changing meeting practices
- Communication and engagement

**YOUR
ASSIGNMENT**



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THANK YOU AND SEE YOU AT YOUR SEMINAR

www.disruptivehr.com