

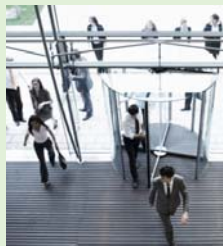
WORK!



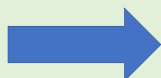
It's What
We Do

Not

Where We
Go



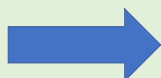
Effective
Workplace



Employee
Outcomes

- ➔ Employee engagement *Communication*
- ➔ Job satisfaction *Communication*
- ➔ Turnover intention *Communication*

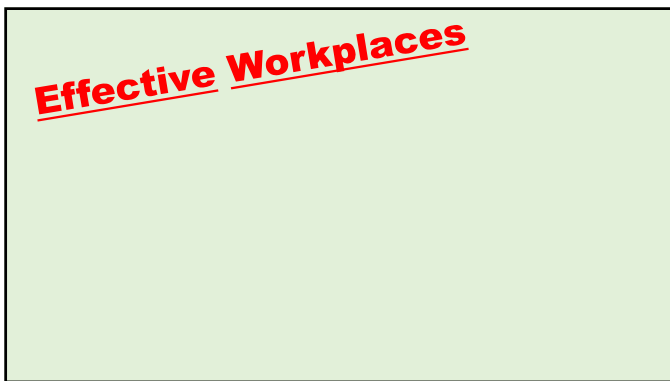
Effective
Workplace



Health and
Well-Being

- ➔ Frequency of minor health problems
- ➔ Indicators of depression
- ➔ General stress level
- ➔ Frequency of sleep problems

Absenteeism



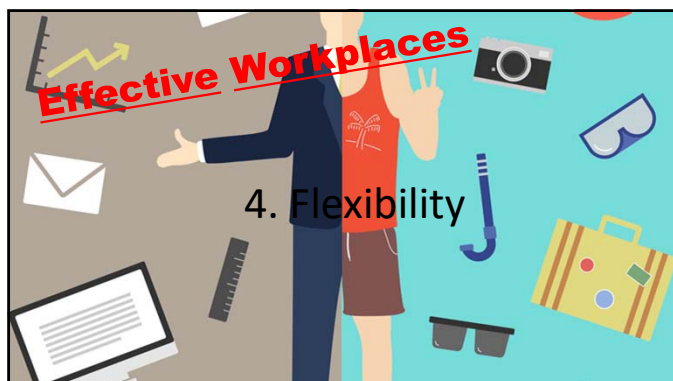


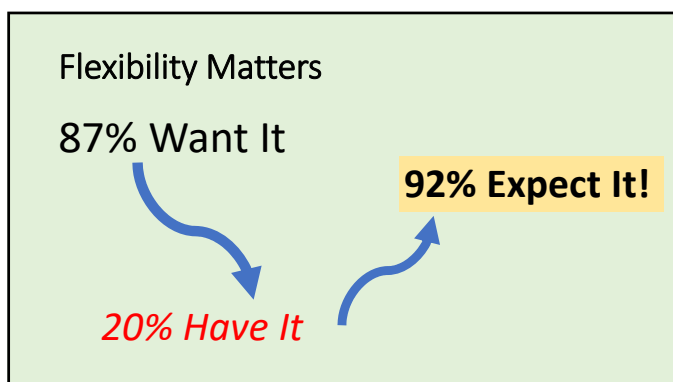












Workplace Flexibility is an Agreement

- How
- When
- Where

Why?

Reduces

- Overhead Costs

Improves

- Retention
- Recruitment
- Loyalty
- Productivity

Remote Workers



Challenges

**WORK AND
FAMILY
BOUNDARIES**



Challenges

**TEAM
COHESION**



Challenges

CRUNCH TIME




Overcome Those Challenges

- ✎ Be Clear
- ✎ In Advance
- ✎ Lines of Accountability
- ✎ How to Interact
- ✎ Performance Goals
- ✎ Response Time

**SET
EXPECTATIONS**


Overcome Those Challenges



- ✓ Regularly
- ✓ Agreed-upon Schedule
- ✓ Spontaneous Meetings
- ✓ Regular Visits

Overcome Those Challenges

COMMUNICATIONS



Success Factor #1

Emotional Intelligence

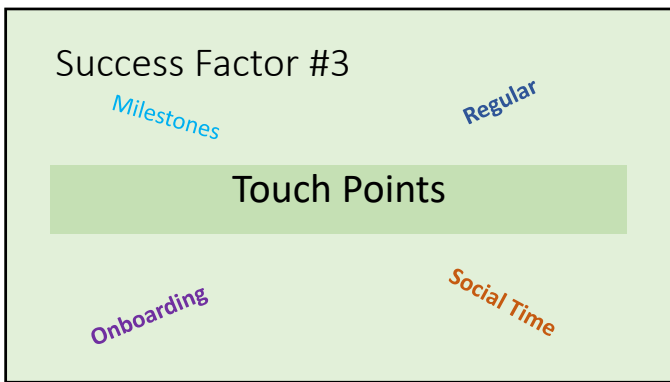
Ability to Work Independently

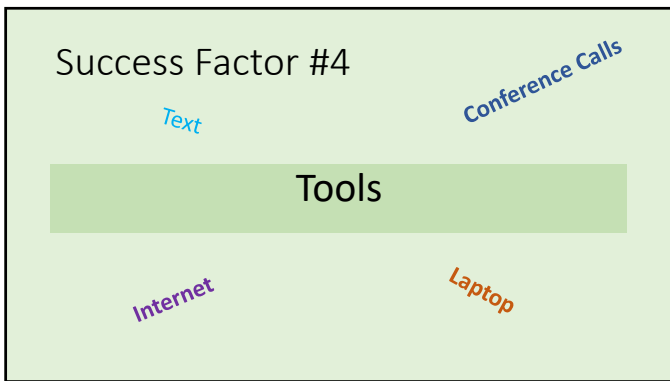
The Right Person

Good Communication Skills

Resilience









Thanks!

Need More Info?
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