WORK!

It's What We Do

Not

Where We Go

Effective Workplace ➔ Employee Outcomes

- Employee engagement
- Job satisfaction
- Turnover intention

Effective Workplace ➔ Health and Well-Being

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

1. Opportunities for Learning

2. Culture of Trust
3. Supervisor Support

4. Earnings, Benefits, Opportunities

5. Autonomy
4. Flexibility

**Flexibility Matters**

87% Want It

92% Expect It!

20% Have It

**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

Overcome Those Challenges

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

SET EXPECTATIONS

CRUNCH TIME
Overcome Those Challenges

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

Success Factor #1

The Right Person

- Emotional Intelligence
- Ability to Work Independently
- Good Communication Skills
- Resilience
Success Factor #2

The Right Leader

- Measures Effectiveness
- Trust
- Experience
- Good Communicator

Success Factor #3

Touch Points

- Milestones
- Regular
- Onboarding
- Social Time

Success Factor #4

Tools

- Text
- Conference Calls
- Internet
- Laptop