



Office-based or Home-based

Are we remotely close to the new steady state?

A working session

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Agenda

Welcome

Breakouts (15')

Readouts & Selection (15')

Open Discussion (20')

Closing



Welcome



When you work at the office



When you work from home



Working from home as a parent...



Work from home



Expectation

Reality



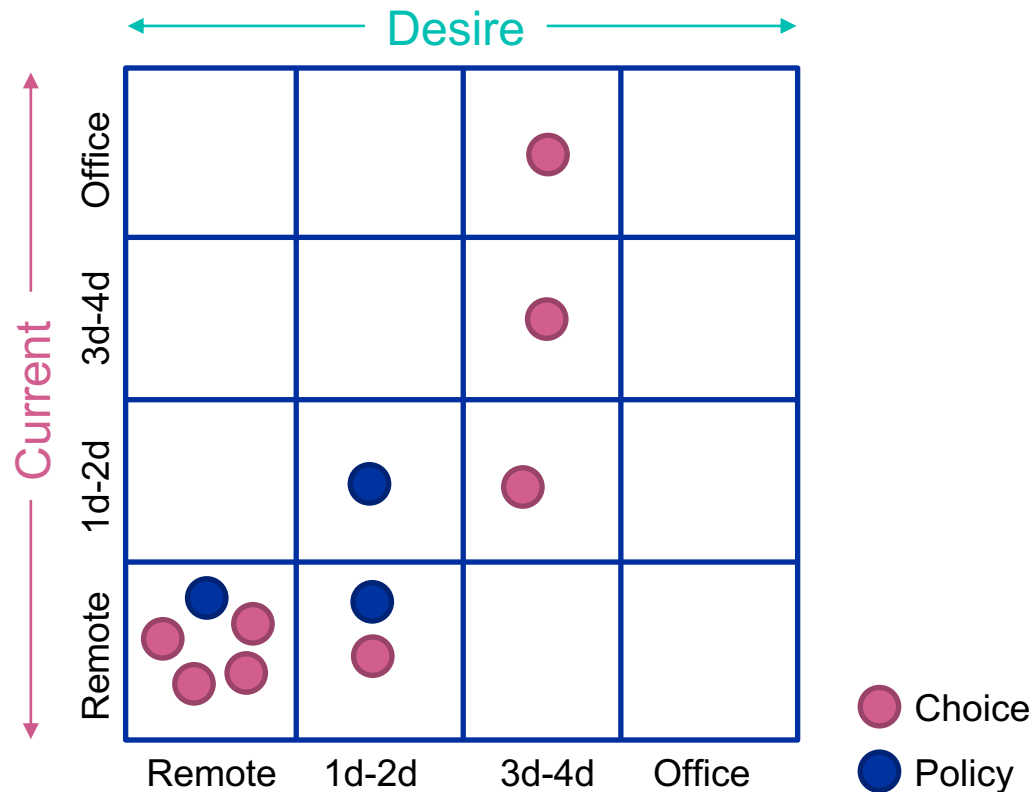
A Conference Call: IRL



https://www.youtube.com/watch?v=DYu_bGbZiiQ



Survey



Breakouts – 15 minutes

What has (or has not) worked well for you?

- Break into small groups
- Ideate on what has (or has not) worked well for you in your working environment
 - As a manager or as a direct report
- What are your group's **Top 5** issues?





Survey

Employee – Work-from-home

No commute	Working across time zones
Flexibility	
No office distractions	Environmentally friendly
Focus time	More productive
Work-life integration	
Closer to family	

Employer – Work-from-home

Wider geographic pool of candidates	Staff retention
Giving employees flexibility	Creates trust
More work done – less commuting	Less office space (cost?)
	Happier employees

Employee – On-site

Easier to learn company culture	Informal/Ad hoc connections
Sense of community	No distractions from home
Being around colleagues	Office equipment
F2F interaction	Work-home separation
Free coffee/food	Social engagement

Employer – On-site

Monitor employees	Informal mentoring/coaching
Collaborative working	Sense of community
F2F interaction	Structured workdays
Ensure good employee relations	Team building
Accountability	Culture building

Readout & Selection – 15 minutes

What are your **Top 5**??

- Round Robin Readout
 - Let's hear from everyone!
 - Repeats are okay
 - Sense check - anything missing?
- Selection – Dot voting



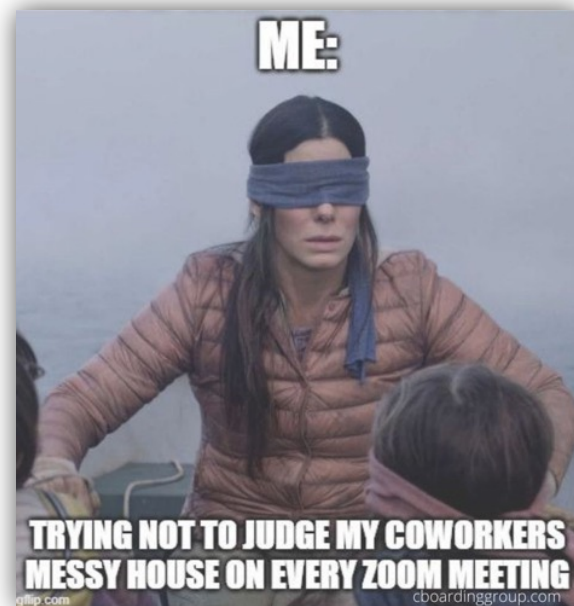
Living the dream



Open Discussion – 20 minutes

Using what we've learned...

- Discuss tradeoffs of site-based, remote, and hybrid working models
- Ideate on what the future model would (or should) look like
- How might this influence what we think about the 'hybrid model'?



Thank You



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