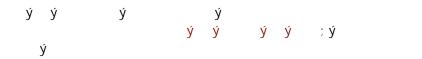
# ं टब्स्

## *ĊĊĊ*ĊĊĠĸĊĸĸŸĸĸĸĸĸĸĸĸĸĠĸĸĠĬĬĬĬij

### New Work Models: Evaluating in Four Dimensions



Ask yourself and your team...

#### 1. WORK: Jobs/Tasks

```
    è ý degree of collaboration
    5 ý ý
    Z information need to be exchanged
    z ý ý specific location or time
    5 customers/clients ý ý ý
```

#### 2. WORKER: Employee Preferences/ Skills

```
5 ý technology, communication and time management skills ý ý ý è ý social interaction ý ý ý ý
```

Z ý ý ý synchronously vs. asynchronously

#### 4. ORGANIZATION: Leadership/Culture

```
Z centralized and well-documented ý ý ý ý organizational and industry norms ý ý ý _ technology infrastructure ý ý ý
```

#### Things to consider...

ý ý

```
evaluate and adapt
Z
       autonomy ý
ý
Z train leaders ý ý
      ý ý invest in the tools of
coordination ý
Z
    ensure inclusion and fairness
è ý
                  mitigate
proximity bias ý ý
                  ý ý
Z onboard
          ý create shared
experiences ý
Z assess performance ý
gather data
ý
       adapt employee development
and networking opportunities
    ý ý
                      prevent
burnout
Z acknowledge uncertainty ý
communicate routinely ý ý
  ý ý
```