

New Work Models: Evaluating in Four Dimensions



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Ask yourself and your team...

1. WORK: Jobs/ Tasks

è ý degree of collaboration
5 ý 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

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

organizational and industry norms ý
ý

– technology infrastructure ý ý
ý

Things to consider...

Z evaluate and adapt
ý ý ý

Z autonomy ý
ý ý

Z train leaders ý ý
ý ý invest in the tools of
coordination ý ý

Z ensure inclusion and fairness
ý
è ý ý mitigate
proximity bias ý ý ý ý

Z onboard ý
ý ý create shared
experiences ý ý

Z assess performance ý
gather data ý ý ý

ý

Z adapt employee development
and networking opportunities
ý ý ý

Z ý ý ý prevent
burnout

Z acknowledge uncertainty ý
communicate routinely ý ý
ý ý

