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Work Reimagined Strategy Planner

Strategy / Business Model	Work / Organisation	People & Culture	Workplace
<ul style="list-style-type: none"> • Are we still viable? • Am I still in the same business? • What is our Purpose? • New products / revenue steams? • Radically different cost base opportunity? • Different supply chain / distribution channels? • Different sales channels (online)? • Sustainability credentials 	<ul style="list-style-type: none"> • Empower the frontline • Flatter structures • Administration / facilities savings? • End of middle management? • Projects / Cross functional teams • Organisational effectiveness coaching 	<ul style="list-style-type: none"> • Different leadership profile? • Can workplace preferences be accommodated? • Shift patterns – Flex, job share, 4-day week • New Learning and Development strategies • Training priority – self organisation / self discipline • How to manage worker burnout • No choice: High performer attrition risk 	<ul style="list-style-type: none"> • Death of the head office? • Work from anywhere (not home) • Hub and spoke models? • Flexible (local) workspaces – We Work etc • Investment in home workplaces • New leadership approaches • New collaboration workspaces • Increased use of hotels / conference spaces? • Investment in annual full-company getaways
Technology	Finance	HR / Policy	Welfare / Productivity
<ul style="list-style-type: none"> • Remote technologies (hardware and software) • Cyber security • Cloud as default • Collaboration technologies • Remote / outsourced support? 	<ul style="list-style-type: none"> • Channel expenditure from the company to the individual (health, welfare, education, workplace) • Real estate to events • Buildings to technology • Travel to Events • Facilities savings • Overhead savings 	<ul style="list-style-type: none"> • Role / Pay redistribution (increases to frontline? Reductions for remote?) • Pay by location bands / individual circumstances? • Global recruitment pool • Permanent / Gig worker mix • Flexible policies • Transport policies? 	<ul style="list-style-type: none"> • Home workplace ergonomics • Mental health / Loneliness • Productivity measures (Output) – can it be maintained long term? • Importance of engagement measurement • Challenge: New worker training?