

## Progress starts with a powerful conversation

We know that powerful conversations help leaders to re-imagine what is possible. Right now, people are becoming more confident convening in shared spaces, driving the need for deeper discussions about where and when work gets done.

Some of the big questions our clients are asking include:

- What approach will create great outcomes for clients while engaging the best talent possible?
- Practically speaking, what are the new costs and benefits of a more flexible environment?
- Who gets to decide where and when people work?
- What new skills are needed for managers and others?

**We've created six powerful conversations to have with executive teams to help them to clearly define an exciting and rewarding environment going forward for colleagues.**

You can try them out on your own, and if you'd like support having quality discussions that will help create a fresh perspective, don't hesitate to reach out at [hello@karrikinsgroup.com](mailto:hello@karrikinsgroup.com); we'd love to chat.

**G**ive up on going back

**E**liminate all or nothing thinking

**A**sk different questions

**R**e-think the work day

**U**nderstand the costs and benefits

**P**ull in colleagues

**GEAR-UP**

6 WAYS TO RE-IMAGINE  
WORK TODAY

## Give up on going back

### Adapt and move forward

- > People have adjusted quickly and effectively
- > People feel they have proven to be trustworthy
- > No one misses the daily commute

*Dig deep and see if you are really trying to get back to February 2020, or if you are fully open to re-imagining what work can look like for you and your colleagues. What are you holding on to about the past that you need to consider letting go of as you move forward?*

## Eliminate all or nothing thinking

### The messy middle has the most opportunity

- > Norms are adapting – just like they always have
- > Balance and Integration are key mindsets
- > Corporate culture is not dead, but it is changing
- > All remote is a great leveler, but doesn't solve for everything

*Here's another example of all or nothing thinking – meetings are 30 or 60 minutes. That thinking gets in the way of quick connections that are a daily experience in offices. What other example can you think of in your organization where all or nothing thinking might be getting in the way of re-imagining the future?*

## Ask different questions

### Old questions point us to old answers

*We are so used to asking the same questions over and over! What questions would you ask differently if you were trying to create a completely different approach to work?*

### NOT

How can I monitor people?

When can we all get together?

Is this OK to bring into my professional world?

### INSTEAD

Is the work getting done by the deadline at the right quality level?

How do I help people connect in different environments?

How do I share this appropriately with my colleagues?

## Rethink the workday

### 8-5 Monday to Friday is so 2019

**Integrate work and life  
in a new rhythm**

**Set expectations  
within guardrails**

**Fully commit to  
leading with trust**

### The options are endless:

- > Core mandatory hours plus flex time
- > Calendar transparency
- > ROWE
- > Leveraging IM tools for access

*The concept of a “work day” that is eight continuous hours of being in a particular location has been fraying for years. As you think forward to the next version of work for your organization, what might work for colleagues, clients, and company growth that looks different from today?*

# Understand the costs and benefits

## They aren't all financial

### POTENTIAL COSTS

- > Home office improvements
- > Shifts in health / safety requirements
- > Oversight of regulatory requirements for data
- > New leadership skills
- > Potential for burnout

### POTENTIAL BENEFITS

- > Better access to diverse talent
- > Broader access to customers and markets
- > Fewer long commutes
- > More intentional connections
- > New leadership skills
- > Happier human beings

*The hybrid model of work, with some people in the office and some at home, creates both opportunities and challenges. What do you think people will worry about in a hybrid approach? What will they appreciate?*

## Pull in colleagues

### No single person can design the future on their own

In our public webinars, we consistently see that people are largely continuing to work remotely, and their ideal work environment is a mix of remote and in the office. Very few people want to return to a full time office structure. This hybrid will require significant changes to how leaders lead and how work gets done. Being intentional and making the right investments now will create the best foundation for continuing a hybrid model long after COVID-19 is behind us.

**“Coming together is the beginning.  
Keeping together is progress.  
Working together is success.”**

– HENRY FORD

*Surveys are great for collecting a lot of data quickly, but they don't give people the opportunity to fully engage. Think about existing forums that could be leveraged to engage colleagues. Try asking these two questions from the webinar to quickly get a picture of what people are feeling:*

## Let's reimagine together...

**Curious about how Karrikins Group and the *Evolution of Work* might benefit you and your organization?**

Say [hello@karrikinsgroup.com](mailto:hello@karrikinsgroup.com) to set up a complimentary 30-minute focused conversation about your organization.

Check out our 45-day [Evolution of Work program](#) to fully set your investment strategy for moving forward.

Explore our [thought leadership in this area](#) and get to know more about what we do to drive alignment across executive teams.

**We look forward to chatting with you!**



## **We are Karrikins.**

We're world-class facilitators, cultural changemakers, behavioral scientists, and experience creators, but above all, we're people looking to make a lasting and positive impact. With decades of diverse experience in helping companies set ambitious strategies and act on them, our leaders guide our collective impact and enable transformative growth for leaders and teams.