

HOW THE FUTURE WORKS

Leading Flexible Teams to Do the Best Work of Their Lives

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MAIN IDEA

The 9-to-5 workday just doesn't work anymore. COVID-19 forced companies to adopt more flexible working practices, and something strange happened. Productivity went up, not down – so much so that many companies have now permanently made the shift to a more flexible way of working. This will be how the future works.



In particular, flexible work works really well. Companies that adopt flexible working practices will have a competitive advantage over those that don't. Flexible work is the future. It's time to follow the 7-step blueprint to getting there.

"To me, flexible work is the future. If there's one silver lining of the pandemic, it's that this time away from the office has allowed us all to reevaluate our priorities."

– Ben Chestnut, co-founder and CEO, Mailchimp

"I see the 40-hour office workweek—an artifact of factory work—finally becoming a thing of the past. Employees will escape grueling commutes and gain more control over their day."

– Drew Houston, co-founder and CEO, Dropbox

"We're all human beings (with all the complexities that entails) who work. What we have all seen during this grand experiment that the pandemic forced upon us is that being given the power and the freedom to do our best work together can be transformative—for people and for the companies they work for. We believe that flexible work is the future, and there are a lot of reasons why businesses need to start embracing that future now."

– Brian Elliott, Sheela Subramanian & Helen Kupp

Why 9-to-5 doesn't work anymore (and maybe never did) Page 2

A study carried out by the Goldman Sachs Group showed worker productivity rose by 3.1% during the first year of the COVID-19 pandemic as companies introduced more flexible working arrangements. It was stunning proof that a more flexible way of working is not just better for employees, but better for companies as well.

Why flexible work works Page 3

The concept and definition of "flexible work" is quite flexible in and of itself. In practice, flexible work is more of a mindset than a set of rules or policies. Flexible work means freeing yourself from work = office and workday = 9-to-5 thinking. It focuses on driving the best outcomes for your business, not on specifying where and when work takes place.

The blueprint for how to get to flexible work Pages 4 - 8

Future Forum's research and hands-on work with companies has shown there are seven key steps to integrate flexible work practices. The roadmap to flexible work is:

