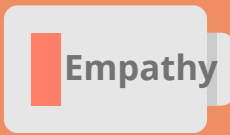


2 - THE RELUCTANTS



- “
- Our employees want more flexibility
 - But, collaboration can only be in person & innovation happens through chance encounters at the water cooler
 - This noise about 'the great resignation' is blown out of proportion”

How to spot them:

Have made cosmetic changes to policies to appease their people

Less flexible

1 - THE STUCK

- “
- Who is asking for change?
 - Why do we need to change?
 - This is the way we have always worked.
 - If we give more flexibility, how will we know people are really working??”

How to spot them:

Are returning to old ways of working - no change to policies



Company decides

4 - THE PIONEERS



- “
- Lets listen to what our people want
 - This is a once in a lifetime opportunity to reimagine the way we work
 - Collaboration & innovation can happen anywhere, powered by technology”
 - We know our people will make the right choices

How to spot them:

Are taking risk, announcing bold new policies, willing to test & learn

More flexible

3 - THE BABY STEPPERS

- “
- Its clear our employees need more flexibility
 - We need to change else we will lose our talent
 - We worry about the long term impact of this flexibility on collaboration & innovation ...”

How to spot them:

Are introducing more flexible policies but a one size fits all approach

