

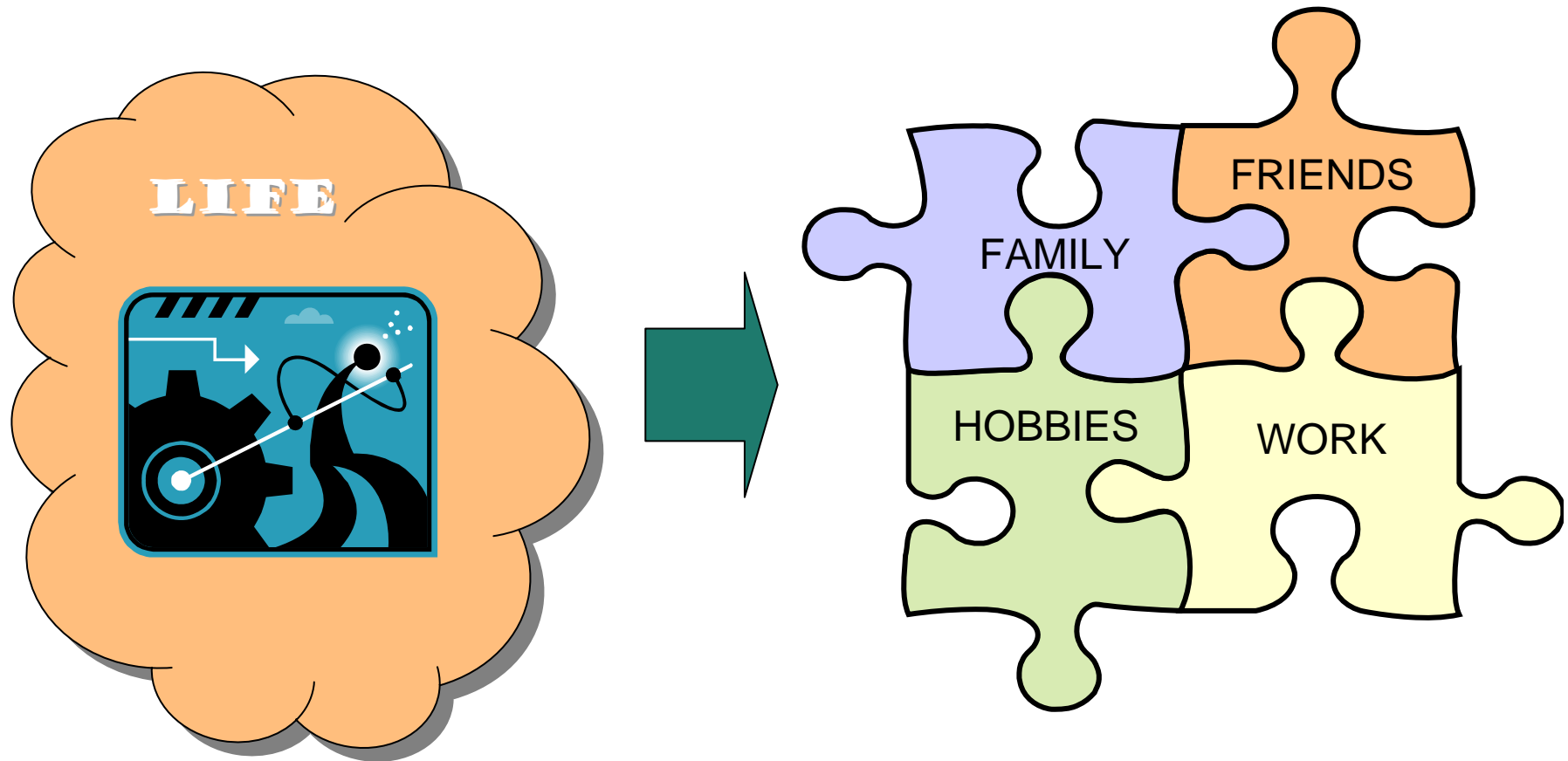
BUSINESS CASE FOR HOME WORKING

30th October 2008

Peter Thomson, Director, Future Work Forum



Fitting Life around Work



Work Design – Maximising Human Resources

- BPR

- Factual
- Cold, Hard
- Standard
- Transactional
- Rational

- WPR

- Emotional
- Warm, Soft
- Flexible
- Relational
- Intuitive

**Improving
Business
Efficiency**

**Enhancing
Human
Performance**

Work Process Re-engineering

INPUTS

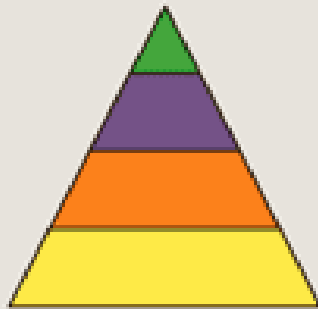
- Social Expectations
- Work-life integration
- Environment
- Legislation
- Technology
- Corporate culture
- Values
- Personality

OUTPUTS

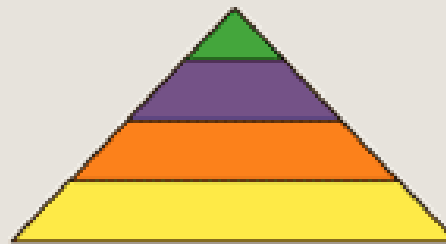
- Job Satisfaction
- Motivation
- Productivity
- Stress
- Loyalty
- Absenteeism
- Sickness
- Fun

FROM HIERARCHICAL TO NETWORKED ORGANISATIONS

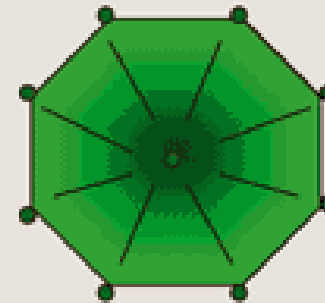
Hierarchical Organisation



Flattened Organisation



Networked Organisation



**Use of authority
by the manager**

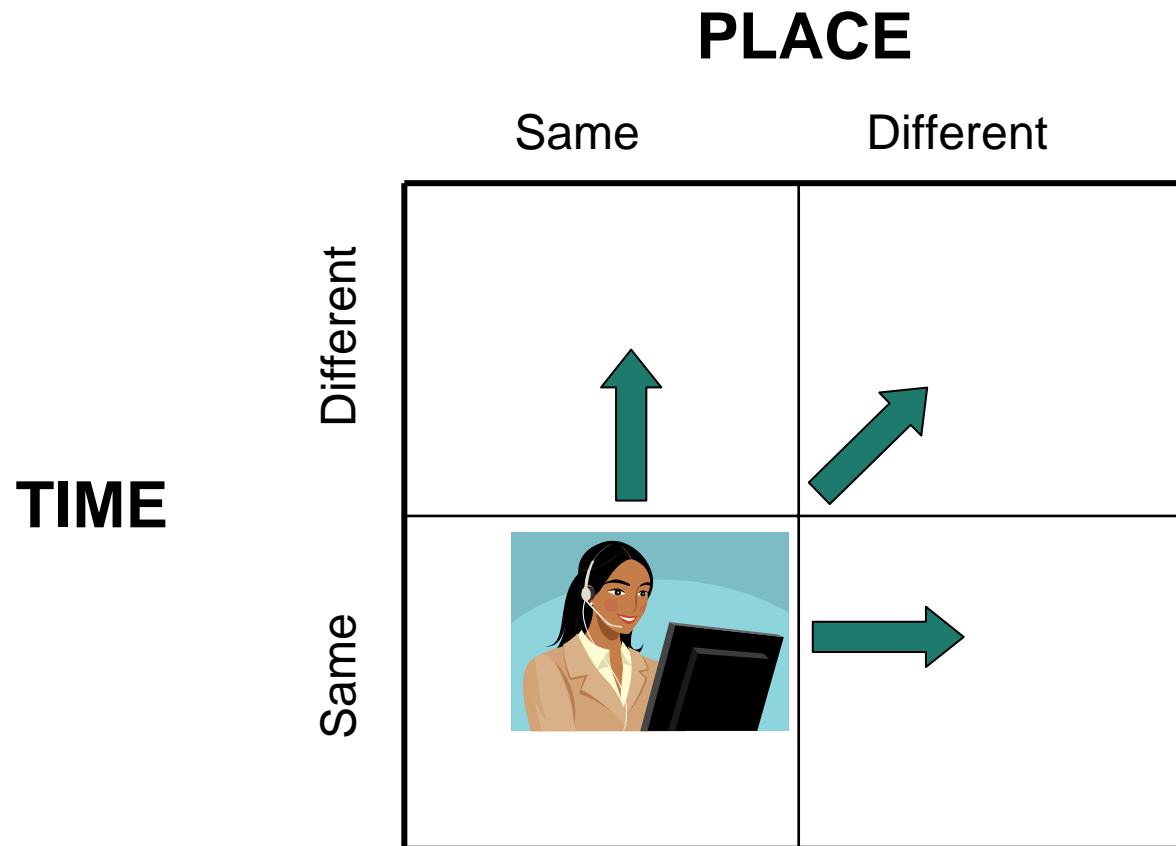
**Area of freedom
for subordinates**

Manager
makes decision
and announces

Manager presents
problems, gets
suggestions, makes
decision

Manager permits
situational leadership,
based on node best
equipped to solve
problem

Technology Influence on Work

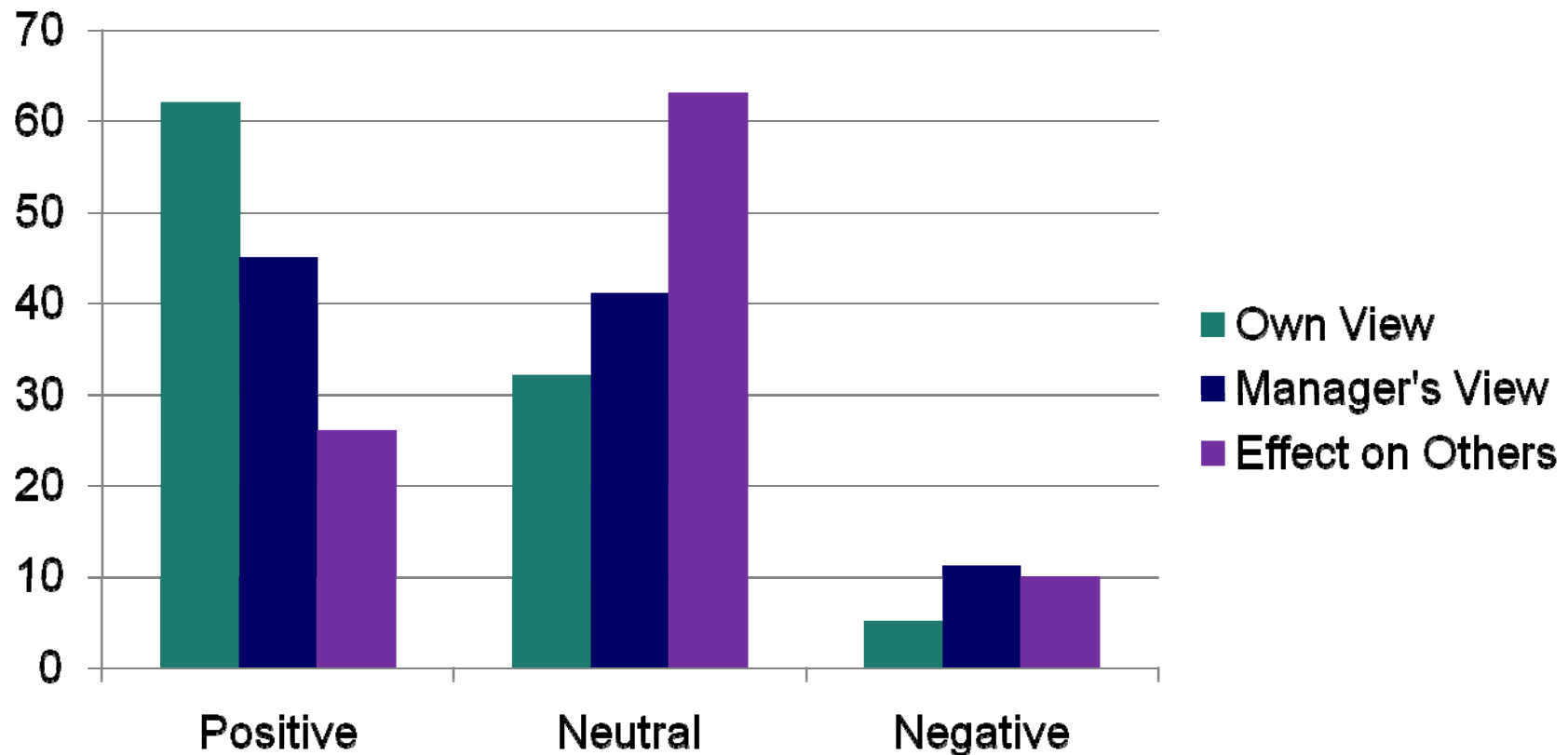


Managing in a virtual world

- Setting targets
- Measuring results
- Rewarding outputs
- Delegating and empowering
- Communicating effectively
- Scheduling meetings
- Coaching and training
- Trusting people

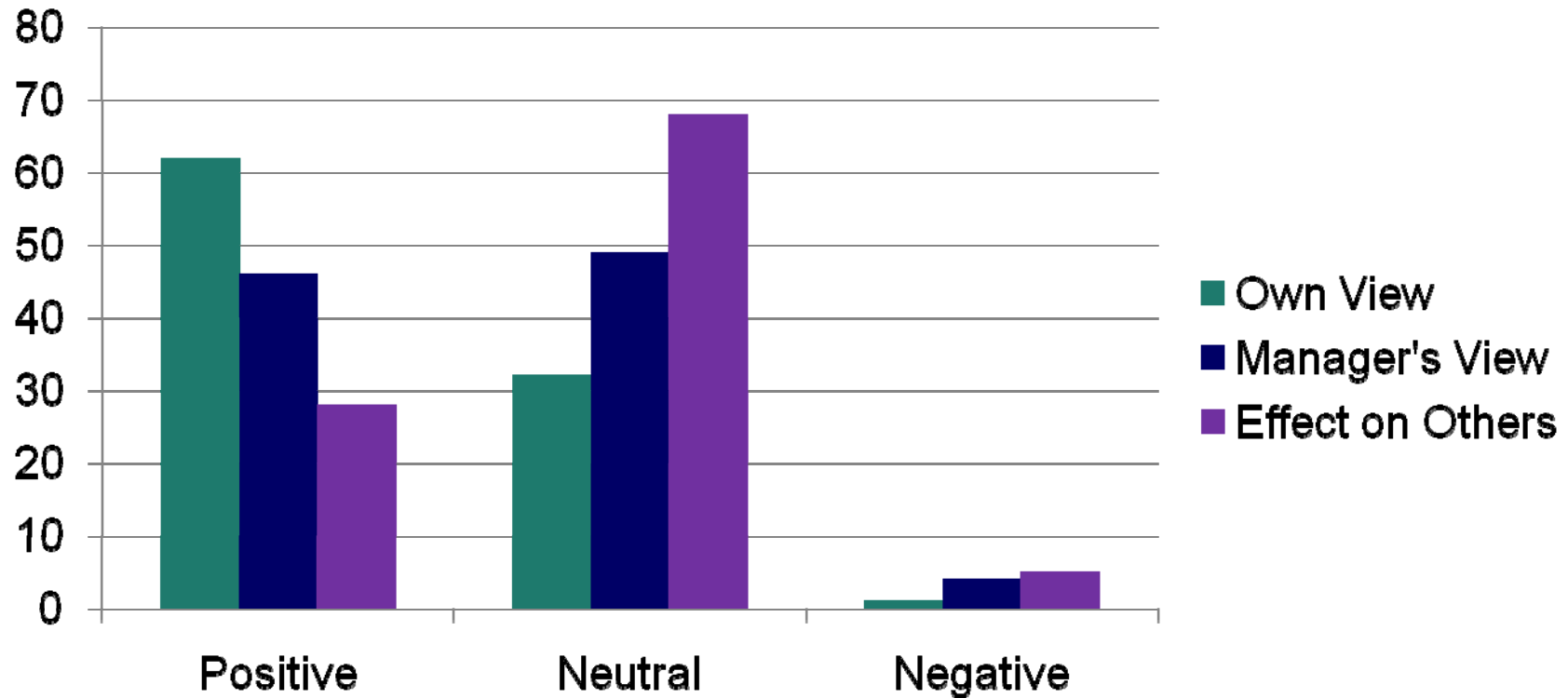
Latest Survey – 7 Major Employers - Cranfield

Performance – quantity of work

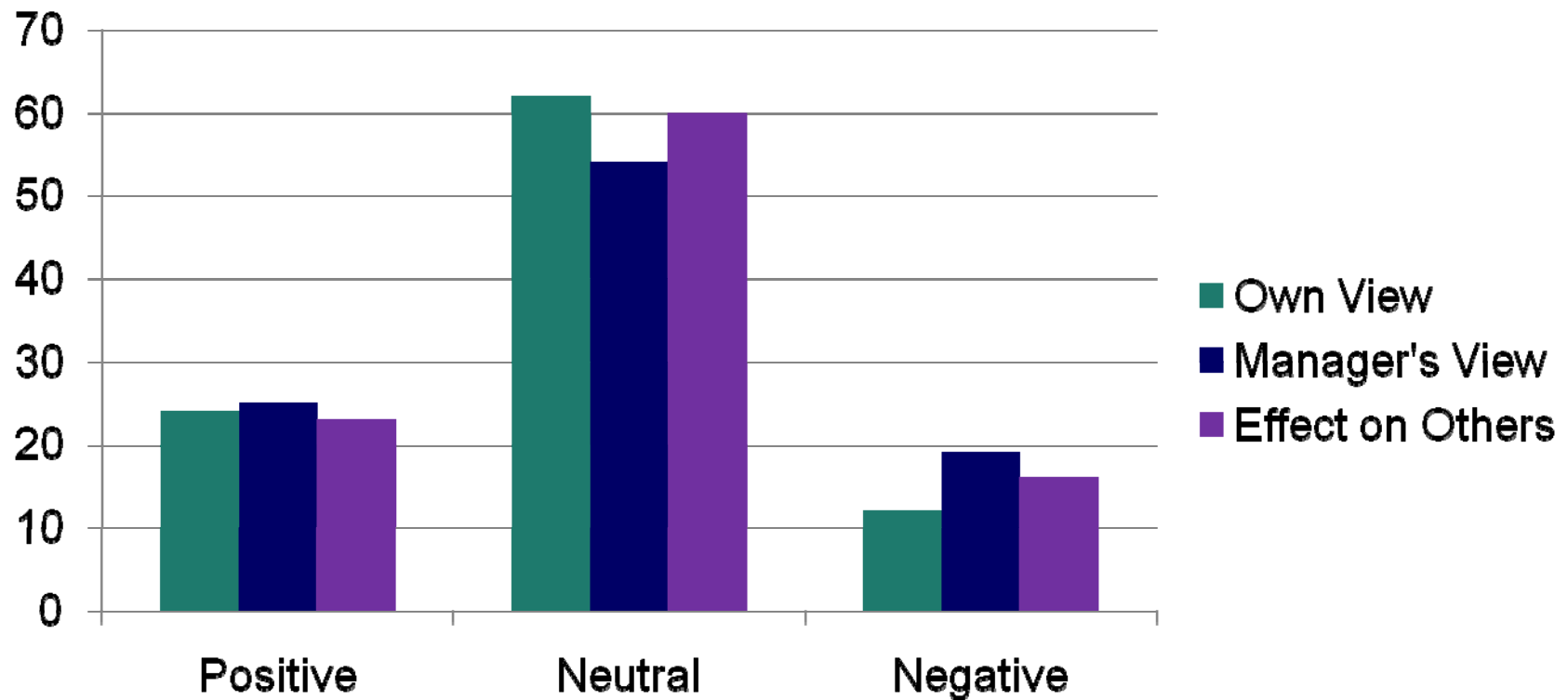


...more positive views

Performance – quality of work

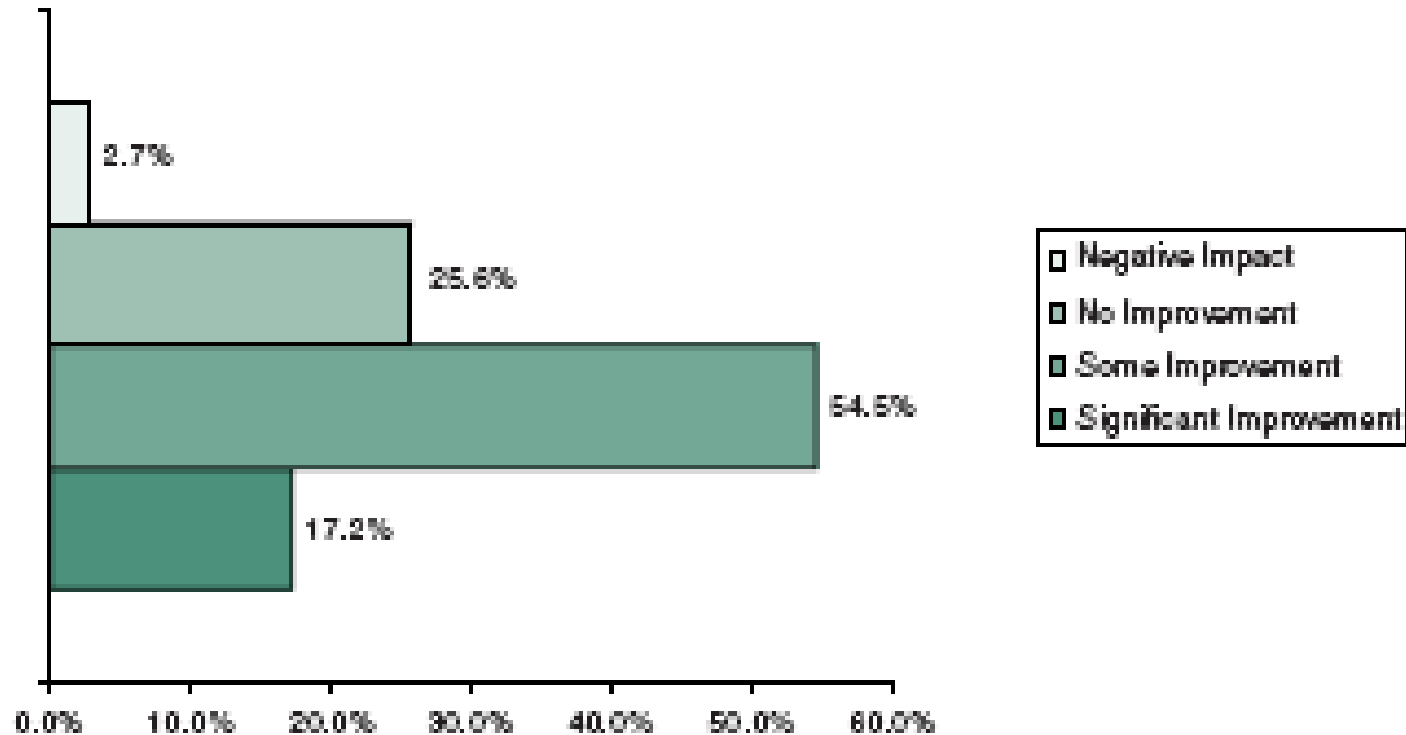


Teamworking

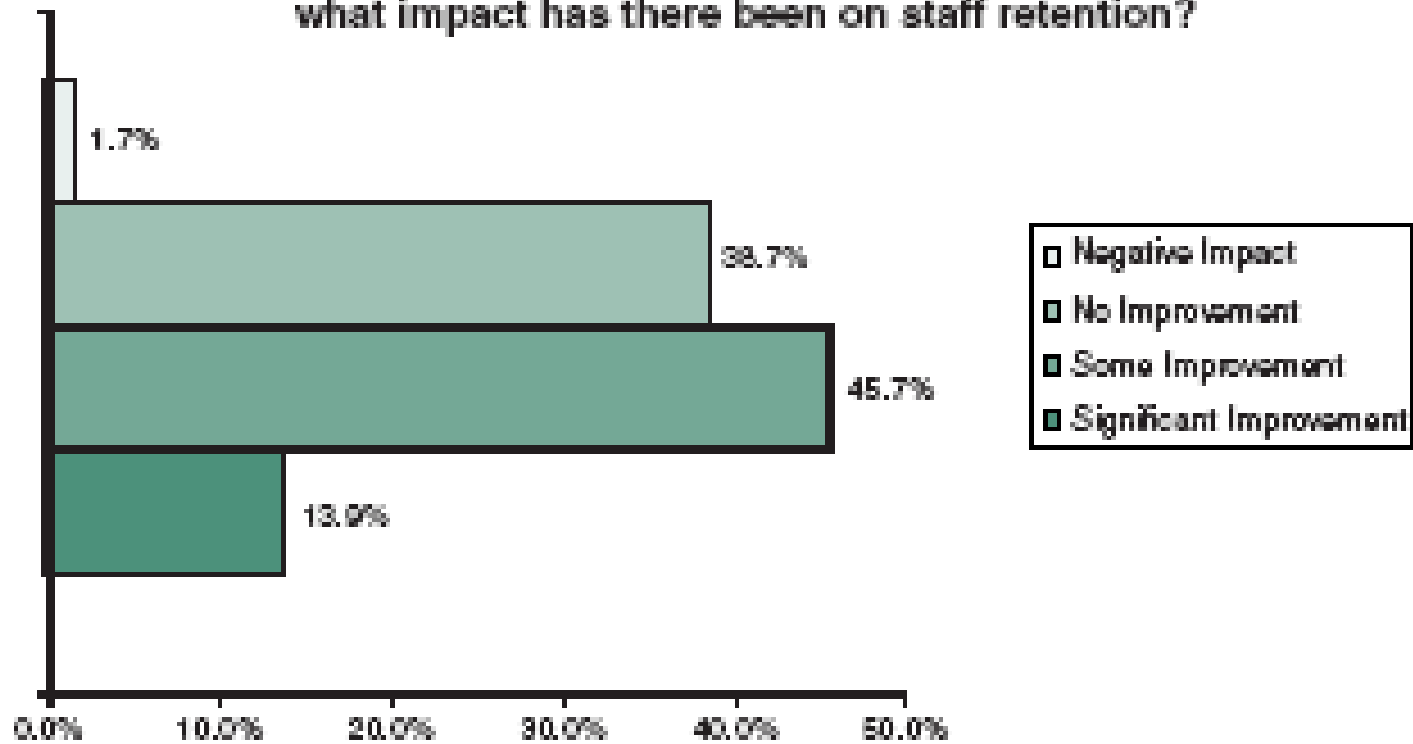


British Chambers of Commerce survey of SME's

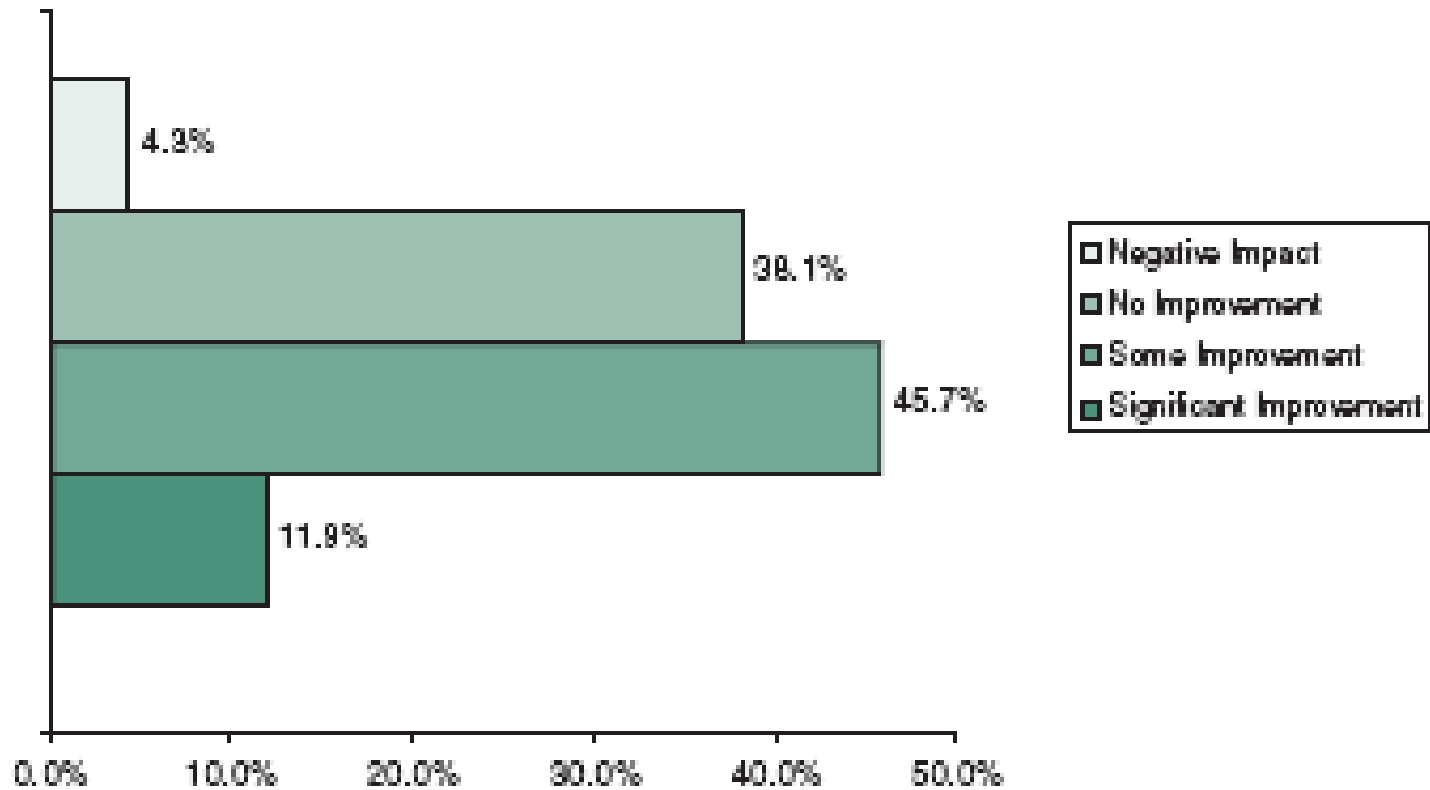
If you offer any flexible work patterns, leave arrangements, what impact has there been on employee relations?



If you offer any flexible work patterns or leave arrangements, what impact has there been on staff retention?



If you offer any flexible work patterns or leave arrangements, what impact has there been on productivity?



The Future

Beyond 'flexible working'

See <http://future-of-work.blogspot.com/>

www.wisework.co.uk