

What's Your Solution?

What solutions and benefits did you gain from returning to the office or working-from-home policies?



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What People Are Saying

What People Are Saying

Rama Krishna Shikaram - Faculty @ Queens College of Business

"I met a lot of profound personalities, highly experienced people. I felt I should be a part of this."

Miles Sullivan - Head of Employee Experience @ CDF Corporation

"I really liked hearing people from other industries talk about their perspectives."

Sharon Roediger - Director of Relationships @ 912

"I was so impressed that I already registered for next month's event"

Chris Williams - VP of Operations, Penn National Gaming

"Overall, great connections, doesn't take a lot of time, and lots of great conversation. What I liked most was connecting with those in other industries."

Laura Kepner - Director of Fun, Nave Newell, Inc.

"It was cool to see the number of ideas generated in the short time."

C H A P T E R

02

What People Are Doing

Jamboard Collaboration

Favorite ideas are in blue

What solutions and benefit did you gain from return to office or work from home policies?

Participants:
Laura Kepner
Brooke Prosser
JJ Dunn
Mike Temple
Rama Krishna Shikaram
Sharon Roediger

Difficulty knowing when to start & stop work.

It depends on the industry-specific.

Flexibility with balancing responsibilities at home

Hybrid meets needs of different work styles and needs

When hybrid or remote have to work harder to build meaningful relationships which can result in an even stronger relationship

Return to work equaled return of synergy.

Setting monthly in office teamwork days

WFH - Does come with more flexibility or balance in personal activity.

More diverse talent from across the country

With the employees that are hybrid, they are asked to come to office for monthly/weekly meetings. This is done for relationship building purposes

Tough to FEEL the energy from the culture of the organization when hybrid or remote

Ability to work Hybrid

RTO - more personal connections and easier to ask for help or get input

Return to office has allowed a more fluid transfer of communication and information

WFH - difficulty staying on task

WFH - Challenges to the Employee Engagement

In office work has proven advantageous for our companies in growth phases

RTO creates Mise-en-scene. The environment sets for success.

What solutions and benefit did you gain from return to office or work from home policies?

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JJ Dunn
Mike Temple
Rama Krishna Shikaram
Sharon Roediger

example - autonomous scheduling

WFH: is also the reason for the great resignation, people feel unappreciated.

Example - flexible work hours

Being home for some time allowed people to reassess how fulfilling or the lack of fulfillment they were receiving in the workplace. May have contributed to some of the Great Resignation

Jamboard Collaboration

Favorite ideas are in blue

What solutions and benefit did you gain from return to office or work from home policies?

Participants:
Beth Dalton Morris
Michael Webster
Miles Sullivan
Pete Lankarge
Victoria Cason

The board contains the following sticky notes:

- example - flexible work hours** (Yellow)
- example - autonomous scheduling** (Yellow)
- Managing asynchronous communication between remote/distributed teams** (Yellow)
- Communication** (Yellow)
- software** (Yellow)
- Less time spent commuting = more time to work on self-improvement... i.e. exercise, reading, etc.** (Blue)
- WFH forced our managers to trust our employees to complete their work without micromanagement.** (Blue)
- Working from home made us have to set clear objectives and key results for ur employees. Increased our communication** (Yellow)
- Less distractions in office space = better ability to deep focus on projects and tasks** (Blue)
- Resource book: <https://www.bravework.com/>** (Yellow)
- Can wear comfy clothes most of the time!** (Yellow)
- WFH can be more cost effective...no overhead costs in a building space** (Yellow)
- No commute back and forth** (Yellow)
- Transparency** (Yellow)
- Informal team meetings for colleagues to socialize without management** (Yellow)

Overview

What is an FUN Roundtable Experience?

It's a 45-minute event created to make every minute count towards solving a problem and getting solutions people can implement right now?

For more information: [What is an FRE?](#)

September's Fun Roundtable Experience looked at the of challenges of Return to the Office, Work from Home or Hybrid working conditions. Once again, our diverse participants brought their knowledge from those who had been remote since 2007 to those that could NOT be remote ever.

Here are a few of the great ideas that were brought forward:

- With remote workers you have a much larger candidate pool
- Working remote gives people the opportunity to stay with a company even if they have to move
- The importance of appreciation for those who must be present on site, e.g. hospitality
- The realization that some focus better in the home and some focus better in the office
- More emphasis on connection and caring with the pandemic and remote work
- The gap of one-on-one interaction

C H A P T E R

03

Resources

Resources

Featured Articles:

[The Awkward Dance Between Hybrid Work And Unprepared Corporate Culture](#) - Forbes, by Joe McKendrick

[Working From Home vs. Office: 16 Pros and Cons to Help you Decide](#) - Hartman Income REIT, by Sarah Hoopes

[Developing and supporting the ideal culture for hybrid working.](#)- World Economic Forum, by Mohit Joshi & Renate Wagner

Book from break-out:

[Brave New Work](#)

Click on the links below to buy Julie Ann's books on workplace engagement and culture:

[Catalysts of Culture](#)

[Blueprint for Employee Engagement](#)

Julie Ann's online course designed specifically for teams

[Employee Engagement Masterclass](#)