



# Future of work & impact on leadership

Lone Aggersbjerg &

Kirsten Suhr Bundgaard

# Agenda

- Welcome and introduction
- The hybrid working environment – what's going on? Showcase:Tink Tank
- Groups: How do you experience the worklife of today?
- Tips & Tricks how to cope, stay sane and lead the way!
- Off to the main stage



# What`s going on?

Insights from Microsofts  
Work Trend Index 2022





# Strange period of recession

- RISING INFLATION
- SHRINKING BUDGETS
- TIGHT TALENT MARKETPLACE

”Thriving employees are what will give organizations a competitive advantage in today’s dynamic economic environment”

Satya Nadella, chairman and CEO, Microsoft.



# Three main findings in Trend Report:

1. END PRODUCTIVITY PARANOIA

2. EMBRACE THE FACT THAT PEOPLE COME IN FOR EACH OTHER

3. RE-RECRUIT YOUR EMPLOYEES

# End productivity paranoia



- Number of meetings pr. week increases 153%
- Overlapping meetings increases 46%
- 42% multitasks under meetings
- 48/53% reports of burn-out
- High risk of losing trust
- Leaders must intervene
- Clarity, feedback, prioritizing, take the pulse often.

# Embrace the fact that people come in for each other...

- 73% employers says they need more than just company expectations to “go in office”
- People expects flexibility
- ..and miss the social connection with others
- 85% positive in rebuilding team-bonds
- Building digital community with the employers
- Social connection is worth the commute
- Authenticity in leadership matters



# Re-recruit your employees – take action

## TIME FOR UPGRADE

- ACCORDING TO LINKEDIN THE SKILLS SETS FOR JOBS HAS CHANGED WITH 25% SINCE 2015
- 76% SAYS THEY WILL STAY IF THEY COULD BENEFIT FROM LEARNING AND SUPPORT

## INTERNAL MOBILITY

- PRIORITIZE INTERNAL-MOBILITY
- SEE CAREER AS A PLAYGROUND - RATHER THAN A LADDER

## TALENT MARKETPLACE

- CREATE AN INTERNAL MARKETPLACE IN YOUR ORGANIZATION
- PEOPLE NEED TO GROW SKILLS INTERNAL – NEW CHALLENGES..
- I-I AND CAREERPLANS ARE USEABLE TOOLS
- FOCUS ON PURPOSE FOR THE INDIVIDUAL

# Sum up

- The changes are not temporary
- Flexibility is a feature, not a fad
- 2019 leadership won't meet the moment for the future workforce
- Look for data, not instinct, and focus on clarity, social capital and career growth
- Need to both promise hybrid work and full potential of people
- Positive business outcome depend on positive people outcome
- Authenticity in leadership matters



# Our Office for almost 3 years



For many even  
a huge relief ....



# Our joint challenges

## Employees



Stress in commuting



Limitations in home office

## Community



Infrastructure at its limit



Climate change

## Employers



Bad utilized offices



Lack of innovation

## Climate impact:

31 million tons Co2 p.y.

Output in Germany caused by commuting



## Time & Health:

~€80 Mrd. p.y.

Commuting damage in Germany





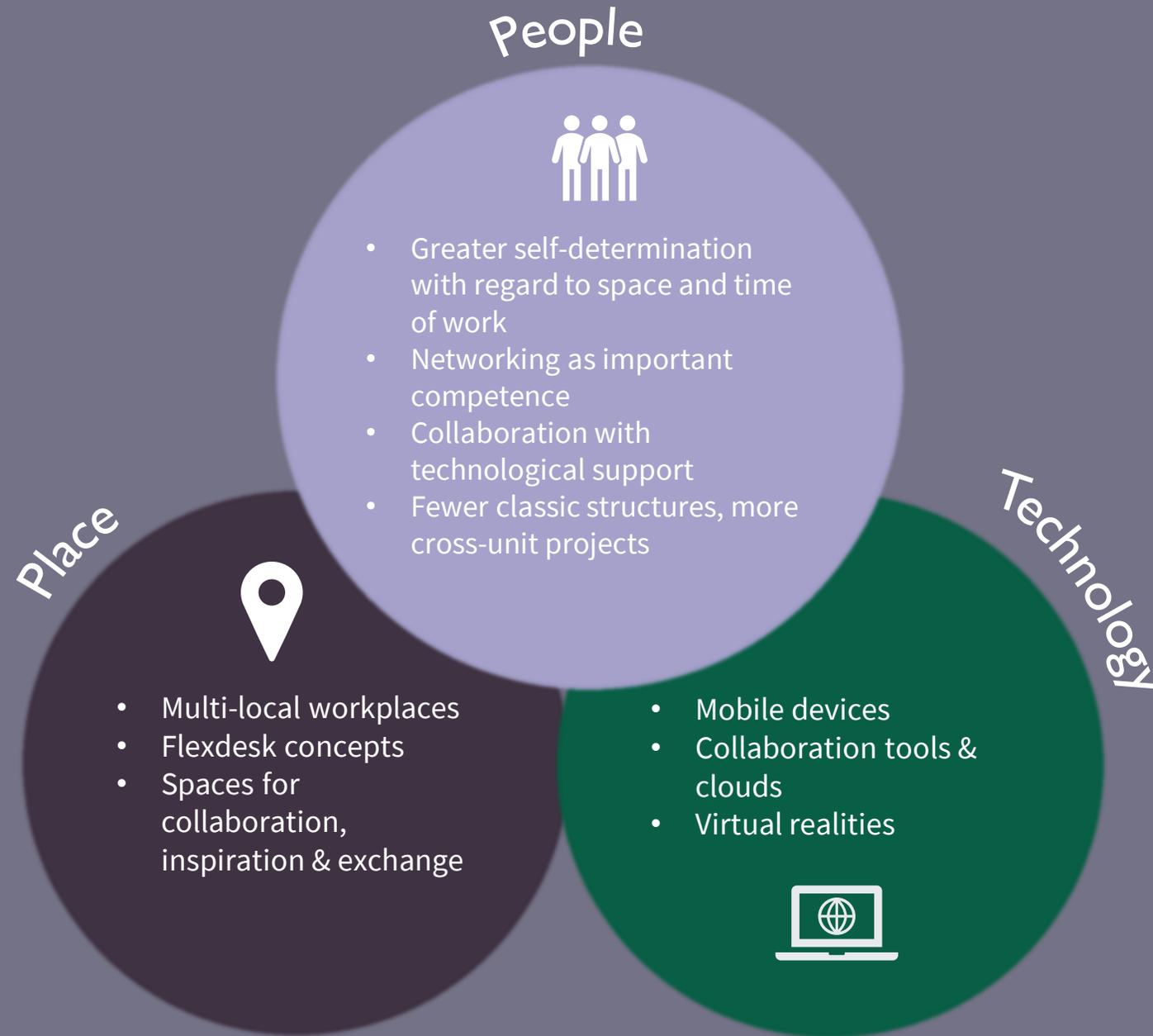
40-90%  
Underutilization of  
desks (after Covid)

35% of desks are  
unused (before Covid)

# Workplace before



# New Work



# Whitepaper "Working successfully in hybrid teams"

a publication by Tink Tank & Commha Consulting in Heidelberg, Germany



- The future belongs to organizations that optimally master hybrid forms of collaboration, but it will not be a question about technology but about attitude
- **Work from Everywhere for the different generations**
- **Hybrid working has a huge impact on the office concept and future culture**

Reflection:

How do you experience the worklife of today?

# 10 Tips for Hybrid Collaboration to design

1. LIVE THE NEW FORM OF COLLABORATION AND ACTIVELY ENCOURAGE AN EXCHANGE ABOUT FUTURE "RULES OF THE GAME" IN THE TEAM
2. HAVE A SYMPATHETIC EAR – AND AN OPEN DOOR WHEN THINGS DO NOT RUN SO SMOOTHLY
3. GET YOUR TEAM UP TO SPEED ON NEW TOOLS AND METHODS OF DIGITAL AND HYBRID COLLABORATION AND FACILITATE ON HOW TO CONDUCT A SUCCESSFULL HYBRID MEETING
4. ESTABLISH AN AGREEMENT IN YOUR TEAM ON TIMES WHEN WORK IS DONE SYNCHRONOUSLY AT THE SAME TIME
5. WORK TOGETHER TO DETERMINE WHEN THE TEAM SHOULD PHYSICALLY OR VIRTUALLY COME TOGETHER AND HOW TO FILL THESE "MEETING PLACES" WITH LIFE – A FRAMEWORK OF TOGETHERNES

# 10 Tips for Hybrid Collaboration to design

6. EMPOWER YOUR EMPLOYEES TO LEAD THEMSELVES – ALSO TO MAINTAIN THE FLEXIBILITY FOR YOU TO FREELY ARRANGE WORKING TIME/PLACE
7. ENSURE THAT INFORMATION FLOWS WITHIN THE TEAM – EVEN OUTSIDE THE COFFEE CORNERS! USE TOOLS AS ENTERPRISE SOCIAL NETWORKS AS WELL AS QUICK STAND UPS
8. WHEN TRAINING NEW COLLEAGUES, CREATE SPACE FOR PERSONAL EXCHANGE IN ADDITION TO PROFESSIONAL EXCHANGE
9. TAKE INTO ACCOUNT THAT FACT THAT NOT ALL JOBS CAN BE HYBRIDIZED. LOOK FOR OTHER OPTIONS FOR FLEXIBILITY, TRANSPARENCY AND PARTICIPATION (SHIFT MODELS)
10. GIVE PRESENCE A NEW MEANING. EMPLOYEES WHO MAKE THEIR WAY TO OFFICE EXPECT SOMETHING TO HAPPEN THAT IS NOT POSSIBLE AT HOME. ADD VALUE TO PRESENCE!

# Digital package

Leave your email address and we send you the package after Tonik



# Thank you



**Lone Aggersbjerg**

[la@tink-tank.de](mailto:la@tink-tank.de)



**Kirsten Suhr Bundgaard**

[kibu@via.dk](mailto:kibu@via.dk)

