

"The Triple Bottom Line is a model based on measuring businesses not only from a financial perspective but also in terms of including people and the planet. We cannot expect the authorities to solve everything for us, we all share a responsibility to contribute and find our fair place in the ecosystem" -Arild Spandow

People — the people around us
Planet — the world around us
Profit — the economic values



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Project Futura.

What we did...

- #askmore
- Workshops
- Discussions
- 1:1 talks
- Surveys & pulses

What we found...

- Flexibility matters a lot!
- No size fits all
- Freedom and autonomy are keys

The outcome?

- A Manifesto for Our Flexibility Culture









Manifesto for our flexibility culture.

Social, environmental and sustainability. People/Planet/Profit.

- More self-determination and freedom
- Live where you want - move out of the cities
- Save time by eliminate the daily commute
- Reduce carbon footprint with fewer f2f meetings
- Attract talents from everywhere

As much flexibility as possible.

-  Work site
-  Work schedule
-  Work location
-  Workcation

PRINCIPLE # 1

Work is not a place, it's something you do.

PRINCIPLE # 2

Clear expectation to make decisions in context.

PRINCIPLE # 3

The teams are capable of making their own rules of the game.





FLEXIBILITY MANIFESTO

Guidelines.

1. The flexibility applies to all roles
2. Flexibility is 100% voluntary
3. The office and f2f meetings are still important
4. Flexibility must not affect customer relations, or how we work together negatively



Leadership in the hybrid workplace

- ✓ The Great Resignation
- ✓ Changed view on work
- ✓ Talent shortage



LEADERSHIP IN A HYBRID WORKPLACE

Leadership.

- Be intentional about culture
- Care & recognition
- Purpose & meaning

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The Great Disconnect.

- Just 10% of the employees in Western Europe are engaged at work
- 9 out of 10 either not engaged or actively disengaged
- We spend 70 – 80 000 hours at work over a lifetime

Sources:

- [State of the Global Workforce](#)
- [The Great Resignation is really The Great Disconnect](#)
- [Randstad Workmonitor](#)
- [Når jobben ikke lengre passer inn i livet](#)



How master the hybrid workplace?

