



SEPTEMBER 22
2020

Learning and Leadership Development Conference Presentation

Raghu Krishnamoorthy

Working from home, or living at work?

Before

A 'benefit'

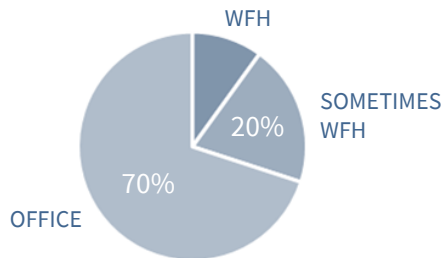
Now, in the COVID era

A business continuity
and safety need!

After?

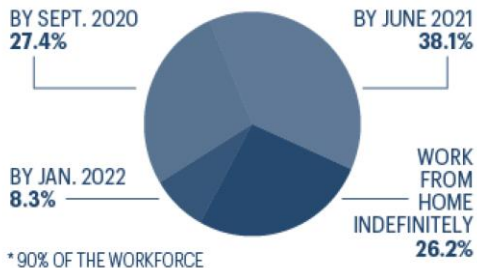
Productivity initiative..
Or Future of Work?

BEFORE COVID-19



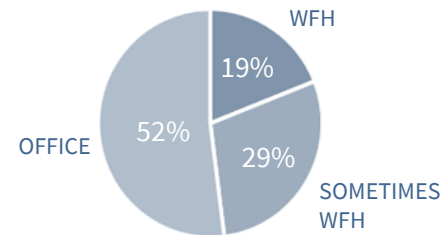
Source Gartner, 2020

ESTIMATED TIME FOR EMPLOYEES* TO RETURN TO THEIR USUAL WORKPLACE



Source Fortune, CEO Survey, May 2020

POST COVID-19 PREDICTION



Source Gartner, 2020

A story still evolving!

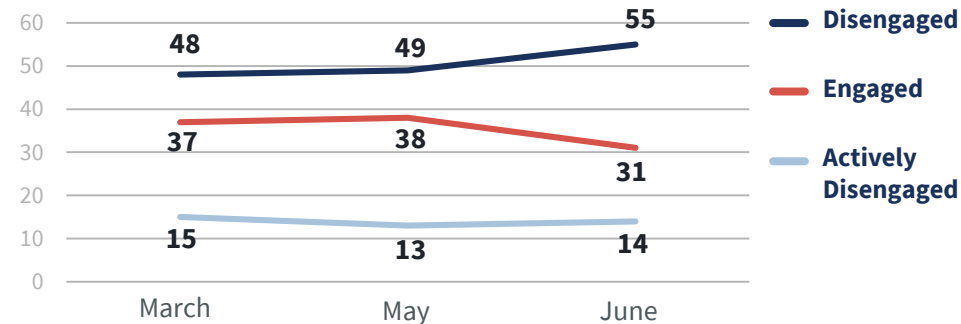
Google will let employees work from home until at least next summer

Siemens rolls out 'mobile working' |
for more than 140,000 employees

Microsoft CEO Satya Nadella warns about the
consequences of embracing remote work
permanently

Mark Zuckerberg touts pay-cuts for Facebook
employees working from home based on cost
of living

US Employee Engagement Trend 2020



Source: Gallup, July 2020

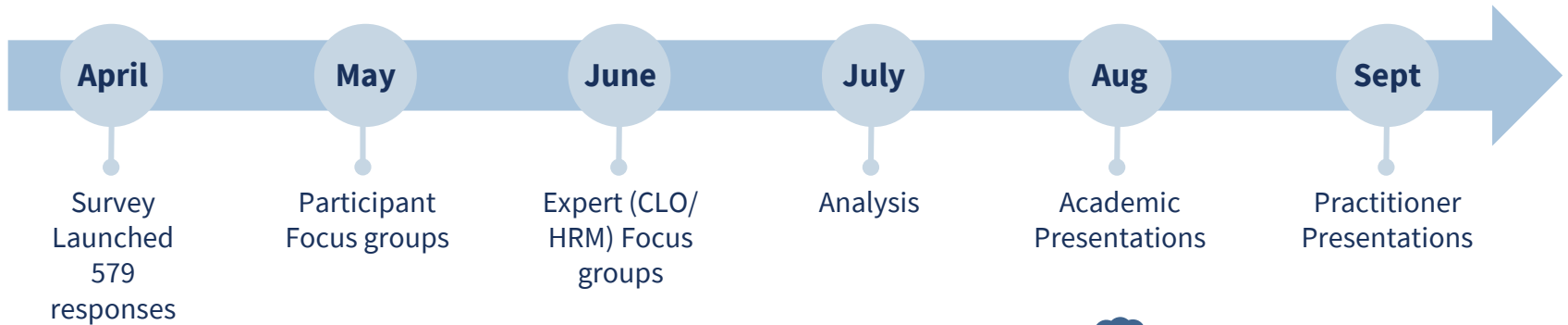
Anonymous Poll No. 1

My organization is treating working from home as a:

1. Contingency response - with the intention of getting back to 'office' as soon
2. Leap to Future of Work - and is thinking about what it means long term
3. We are yet to figure out what this means!

The Research



Investigating factors that influence effectiveness of employees and managers in working from home due to COVID-19



Award from Academy of Business Research

Top Findings - Positive

Overall, employees and managers feel they are effective in working from home

- Productivity 
- Task performance 

Top Findings - Challenges

Boundaries



Work-life balance
Is difficult

Social
Affirmations



Affinity distance
is tough to manage!

Shared
Context



Workplace familiarity
makes a difference

Cognitive
Impairment



Stress/emotions
run high

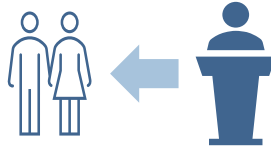
2D vs 3D



Virtual fatigue
is real

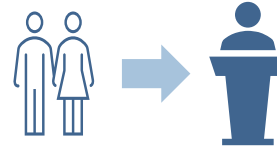
Training/Interventions Highlights

**What Managers want
Individual Contributors
to be trained on**



1. Maintaining performance
2. Prioritization/Goal setting

**What Individual
Contributors want
Managers to be trained on**



1. Check ins
2. Trust

Anonymous Poll No. 2

Personally, what have you found most challenging while Working from home?

1. Work Life balance
2. Social isolation
3. Workplace processes not clear
4. Stress/emotions due to pandemic/
other reasons
5. Virtual fatigue

The So What!

Reimagining the path to
WORK,
LIFE and
LEADERSHIP

Pandemic effect!

Work
Redesign

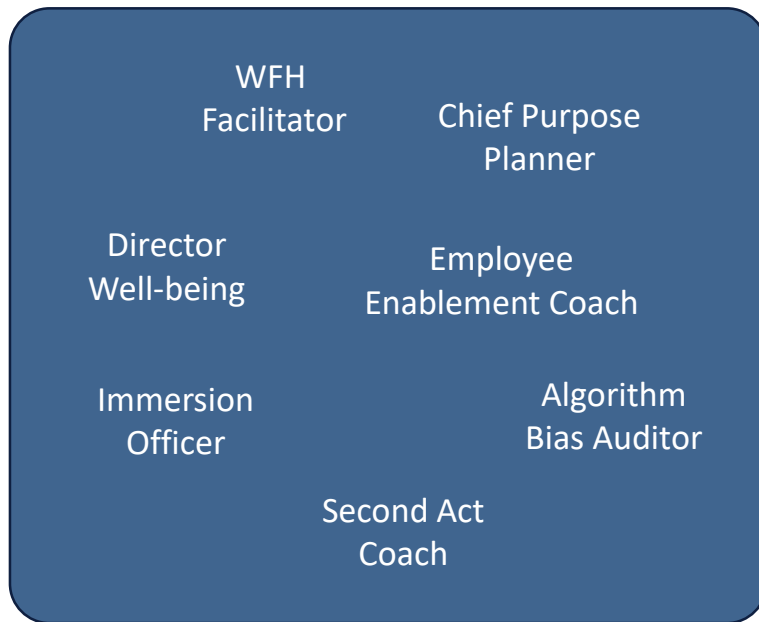


Sylvain Newton
Head of New Work Model
Allianz Global



Alyna Jones
Head of Health/ Well being
Southeastern Railway, UK

New Jobs in a Post Pandemic World

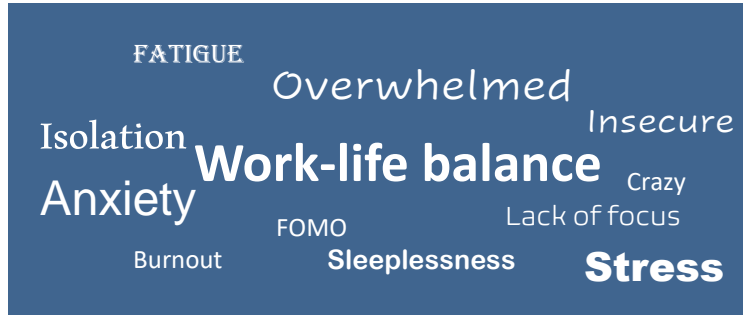


Adapted from '21 HR jobs of the future, HBR, August 2020

Life used to intrude in work, now work intrudes in life!



Feel



Need

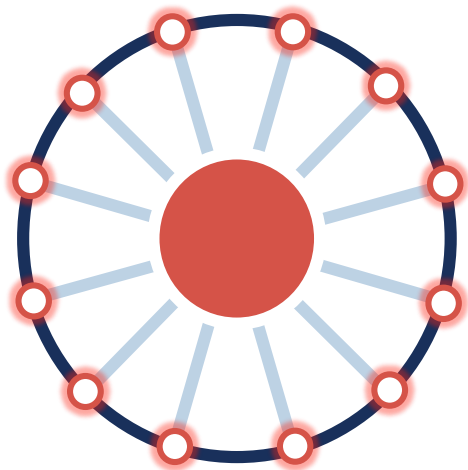


- Well- being goes mainstream
 - Mental health
 - Self-care
- Emotions → Behavior → Results
- Managers to provide emotional first aid - cannot be outsourced
- Role modelling more important than training

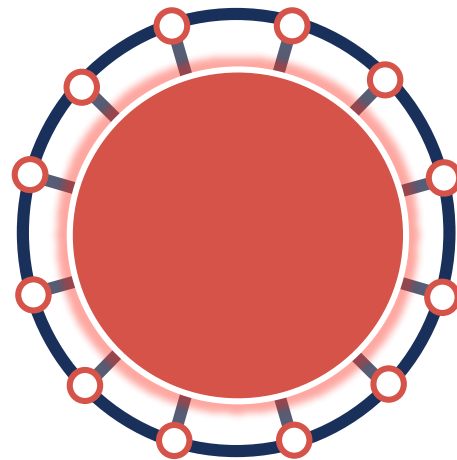
Inner Mastery, Outer Impact!

Culture

From Outer Behavior



To Inner Core



Best in People vs Most in people

Culture



1. Purpose



2. Wisdom



3. Love



4. Growth



5. Self-
Realization

Interventions NOT Training

Culture

Digital Nudges



Communities of Practice

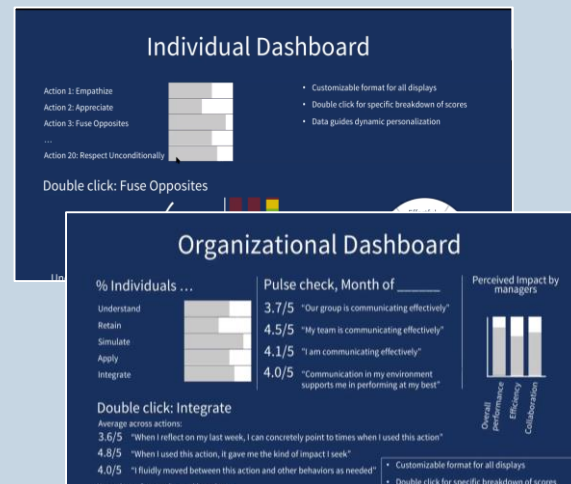


Storytelling



Role Modelling

Show not tell



Thank you.



The Future of Working
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The (re)discovery of life!

Published on August 24, 2020



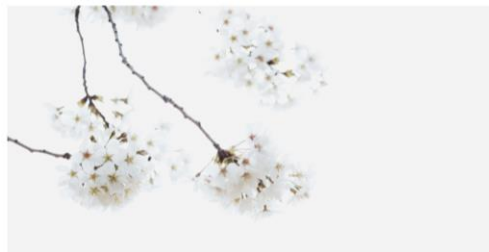
Raghu Krishnamoorthy
Global CHRO, Coach, Speaker, Faculty member,
Thought Leader

78 articles

A strange phenomenon is taking place. Employees, overwhelmed initially, are now beginning to enjoy working from home! Not all, but I am finding that those who have the luxury of having some independent workspace at home or have children are more likely to be reluctant to return to an office. Those who are single and miss

The Three Shifts of Leadership Mastery

Columbia's Hitenra Wadhwa explains how to reset mindsets and practices to address the challenges of leadership today



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There is a natural hunger in all of us to be the best leader we can be. And yet, in today's time of rapid change and disruption, many of us are feeling less confident about how we can shine as leaders than we have ever felt before. Whenever we encounter such challenges, it is usually a sign



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Defending 'Work' in Work-life balance!

Published on August 30, 2020



Raghu Krishnamoorthy
Global CHRO, Coach, Speaker, Faculty member,
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78 articles

Home sweet home works. But, 'Work sweet work? Not the same, right!

All the time we have been talking about work-life balance is actually about work-life *imbalance*, where the 'imbalance' is the default, and 'balance' is this romantic notion that no one seems to have attained! While there is no doubt that work and

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