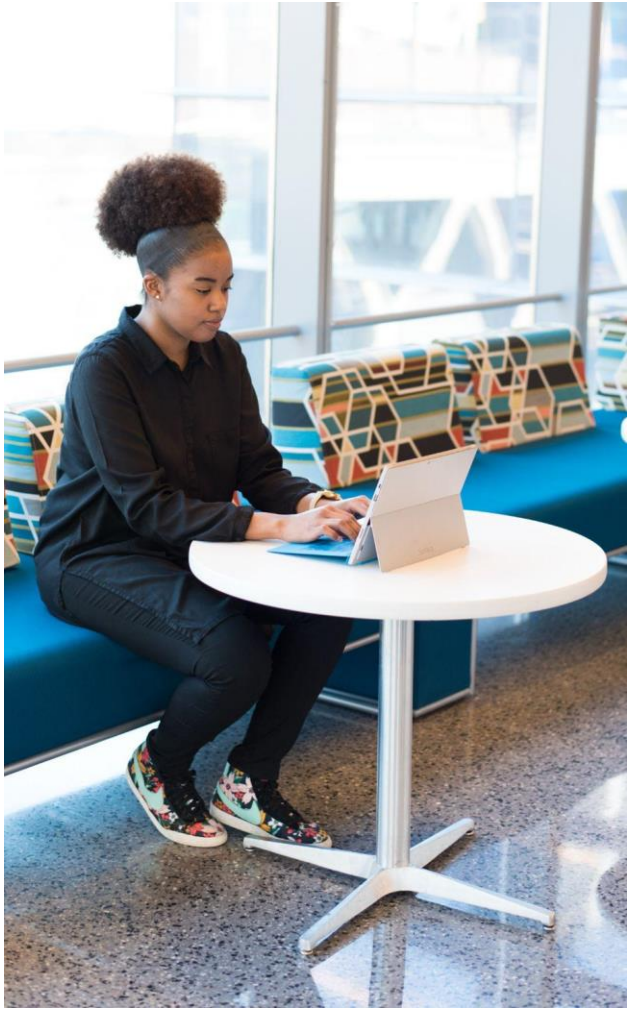

Taking the Leap: New Ways of Working for a New Era of Work

— Sarah Devereaux | March 2023 —





There are now three times more remote jobs compared to 2020, but hybrid opportunities are outpacing remote — 74% to 15%.

69% of remote employees are experiencing burnout, with toxic behavior topping the charts as the #1 cause.

80% of people leaders think that hybrid setups are exhausting and emotionally draining.

Agreements: A Blueprint for your Culture

Transparent

Iterative

Collaborative



Participatory Governance



Benefits of Participatory Governance

Ideas come from everywhere, not just the top

Accountability and ownership increase

The biggest problems are the ones that get solved

Solutions stay fresh and relevant to what's happening now

Co-creation becomes the norm across the organization

6 agreements every team needs

Accountability

Hours & Location

Being Present

Meeting Etiquette

Async Communication

Transparency

What makes a GREAT agreement?



Keep it brief

What makes a GREAT agreement?



Keep it brief



Focus on today

What makes a GREAT agreement?



Keep it brief



Focus on today



**Build collective
wisdom**

What makes a GREAT agreement?



Keep it brief



Focus on today



**Build collective
wisdom**



**Discover what
works**

What makes a GREAT agreement?



Keep it brief



Focus on today



**Build collective
wisdom**



**Discover what
works**



Try, try again

A photograph of a construction site. In the foreground, there is a roadblock with several large, round, orange traffic lights mounted on top. The roadblock has a red and white striped pattern. In the background, a yellow excavator is visible, and there are more roadblocks and construction equipment. The scene is slightly blurred, suggesting a focus on the roadblock in the foreground.

Overcoming Roadblocks

(877) 9

CONTROL

A Culture of Agreements



Inclusion



Creativity



Accountability



Engagement

Thank you :-)

Q&A