

Unbound working

An HR Network research project

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Today's agenda

09:30	Welcome and introductions
09:40	What is 'unbound working'?
09:45	Benefits and risks of 'unbound working'
09:50	Group discussion: Which ways of working are fixed or unbound for different roles within your organisation? Where are you starting from? What is possible? What are your people telling you?
10:05	How to apply 'unbound working'
10:10	Group discussion: What works in your organisation? What are the key drivers for change? What are the barriers you face?
10:25	Reflections, conclusions and recommendations
10:30	Close

Context

- Covid-19 pandemic
- Legislative changes
- Worklessness
- Health and wellbeing
- Equality, diversity and inclusion
- Budgetary constraints

... questions about how we organise work

What does 'unbound working' mean to you?



Proliferation of terms

Unbound working

Workstyle

Agile Working

FlexPlus

Everyday Flexibility

FlexWork

Ways of working spectrum

FIXED WAYS OF WORKING

Location of work is predetermined

Where work is delivered

Workers choose where they work

Number of hours to be worked are fixed

Number of hours worked

Workers choose how many hours they work

Start, finish times and working days are fixed

When hours are worked

Workers choose the times of day/week they work

How work is done is tightly controlled

Delivery process

Workers choose how to achieve best outcomes

UNBOUND WAYS OF WORKING

Benefits of 'unbound working'



Benefits of ‘unbound working’

- Work life balance
- Job satisfaction
- Employee engagement
- Employee retention
- Innovation
- Communication and connectivity



Risks of 'unbound working'

lack of team working		
lack of consistency	isolation	
loss of control	measurable	
individualism		presenteeism culture
exclusion	inconsistency	
conflicting needs		
performance issues	induction	
reduced visibility		

Risks of 'unbound working'

- Challenging for managers
- Challenging for employees
- Potential blurring of home and work life boundaries
- Potential reduced collaboration and knowledge sharing
- Potential barrier to progression



Group discussion



- Which ways of working are fixed or unbound for different roles within your organisation?
- Where are you starting from?
- What is possible?
- What are your people telling you?

How to adopt 'unbound working'



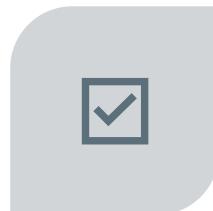
BE CLEAR



TAKE A
STRATEGIC
APPROACH



PUT TEAMS AT
THE CENTRE



PILOT YOUR
APPROACH



INVEST IN
MANAGEMENT
AND SUPPORT

Group discussion



- What has worked in your organisation?
- What are the drivers for change?
- What are the barriers you face?

Conclusions and Recommendations



Thank you

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