

# 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	<b>Group discussion:</b> 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	<b>Group discussion:</b> 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

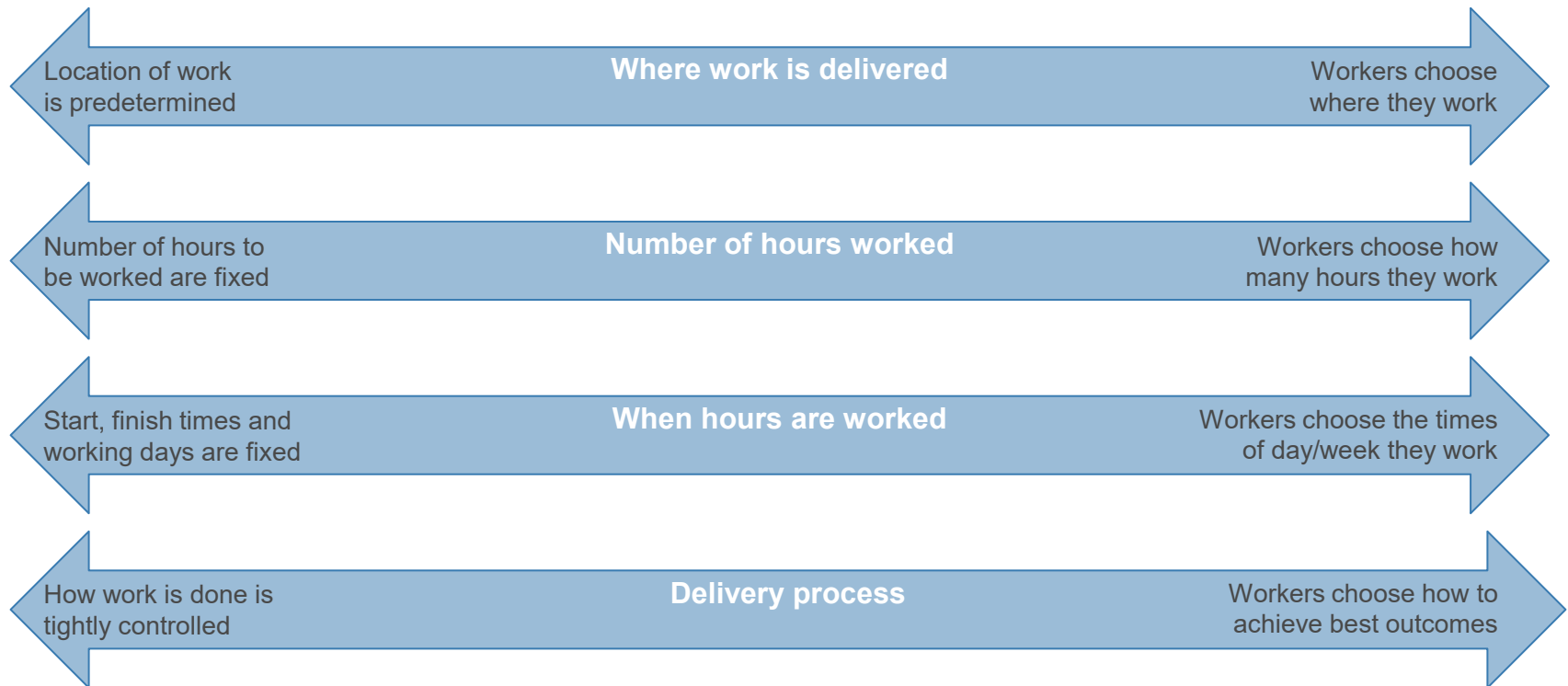
Everyday Flexibility

FlexWork

# Ways of working spectrum

## FIXED WAYS OF WORKING

## 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'

A word cloud of risks associated with 'unbound working'. The words are arranged in a roughly circular pattern around a central vertical word 'induction'. The words are color-coded: red for 'lack of team working', 'loss of control', and 'inconsistency'; blue for 'lack of consistency', 'individualism', and 'presenteeism culture'; orange for 'isolation'; green for 'measurable' and 'exclusion'; yellow for 'conflicting needs' and 'reduced visibility'; and purple for 'performance issues'. The word 'induction' is written vertically in a light purple color.

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

# 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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