

Does Your Organization Have a High Performance Flexible Work Culture?

Does Your Organization...	YES	NO
Have leadership that understands the broad potential impact of flexibility in how, when and where work is done on business performance and employee well-being?		
Maximize all types of formal and informal work flexibility to get job done most effectively and productively?		
Maximize technology to get work done most effectively and productively?		
Maximize workspace options, on and offsite, to get work done most effectively and productively?		
Support and encourage experimentation and work process innovation?		
Define and measure productivity and/or quality?		
Provide managers with the skills and tools to lead a flexible work team day-to-day?		
Provide employees with the skills and tools to flexibly manage the fit between work, and life, effectively?		
Coordinate the use of work flexibility, technology and workspace, within and across teams?		
Attract and retain top talent by providing informal and formal work flexibility that meets their needs and the needs of the business?		

10–9 “Yes” Responses: Your organization has unlocked the full power and potential of a high performance flexible work culture. It’s adapted to the historic transformation in the way work is done and is reaping the rewards—better talent management, increased productivity, more collaboration, cost savings and greater employee satisfaction, on and off the job. But a flexible work culture that achieves high performance and well-being is never “done.” Put in place a process to regularly review and recalibrate, as needed, to sustain the strategic benefits to the business and people.

8–3 “Yes” Responses: Your organization is ready to move beyond *IF* you should offer and support work flexibility, technology and workspace options to *HOW* do you unlock their full power and potential by investing the resources to build a flexible work culture. Give your people, teams and managers the skills and tools to leverage flexibility in how, when and where work is done, with strategic intention. Train and then give them time to actively experiment together with how to do their jobs and manage their lives in new, more flexible, and innovative ways that achieve high performance and well-being.

2–1 “Yes” Responses: Your organization is stuck in an outdated, inflexible workplace structure and culture. This undermines the potential productivity and performance gains your business can achieve, today and in the future. Begin by identifying and studying the pockets of organic flexible work success that most likely already exist in your organization, but which fly under the radar—flexibility in how, when or where people work, use technology and available workspace, on and offsite. Celebrate these successes and begin to close the gaps in the mindset, skills and tools that build the foundation of high performance flexible work culture success.