



NEW WAYS OF WORKING

Recent disruption has created a new world of work, where the social contract between employees and the employer has shifted. Work models are being redesigned, providing greater choice and autonomy around where and when we work. Work re-imagined.

Work has progressed from flexible work arrangements such as job sharing, shortened working weeks, flexible and remote work into arrangements that empower their employees to co-design the work environments that unleash their potential.



Luminary (n): A person who has attained *eminence* in his or her field or is an *inspiration* to others. An *expert* in their field.



THE CASE FOR CHANGE IS BUILDING RAPIDLY

The global pandemic has forced changes to the way we work and, in many cases, accelerated the future of work. Our new reality has established a setting where organisations have a license to test and experiment with new ways of working, selecting which lessons to embed to re-define their new standard of reality.

Employee appetite for permanent changes to work models, particularly choice in where work is completed, is higher than any other time in labour market history. But flexible working arrangements are just the tip of the iceberg.

Practices and philosophies surrounding how work is done are shifting. This pandemic has dramatically amplified the rate of change to work, challenging thinking around workforce capability, configuration and flexibility. Now is the time to re-imagine work, to provide richness of choice, flexibility and autonomy – it's time to focus on humanising work.

TRADITIONAL WORK MODELS WERE CHALLENGED THROUGH-OUT THE PANDEMIC

65%

3 in 5 employees report their productivity has increased since working remotely.

65%

Employers who are shifting to team-centric and network-based work.

60%

Organisations investing in AI to augment with their workers in the near term.

77%

More than 3 in 4 employees want more flexibility about where and when they work.

LET'S RE-IMAGINE WORK TOGETHER

The world of nine to five is over, with the shifting ecosystems of work we are leaving behind the cubicles, the bureaucracy and the silos. There is no snapback, and maintaining the status quo is not an option for sophisticated organisations. The most talented employees, with the skills needed for future agility, are seeking a revolution in when, where, how and what work is done.

To be a leading organisation, you need to work with experts to re-architecting work to deliver greater choice, autonomy and empowerment - to humanise work, to make work better for humans and humans better at work.

Our expertise is grounded, practical and realistic, drawing upon a diverse ecosystem of internal and external partners and practitioners. By working together, we can assist you re-imagine work.



FIVE TIPS TO CONSIDER WHEN RE-IMAGINING WORK

1

BLURRED LINES

The lines between work and personal life are blurring to a point not previously seen.

2

CAREER PROGRESSION OR REGRESSION FOR REMOTE WORKERS?

Does out of sight, mean out of mind? Is there less chance of a timely promotion for star performers who are no longer in the workplace?

3

CULTURAL EROSION

Hybrid working risks tearing apart the fabric of organisational culture.

4

HYBRID WORK DESIGN

Leverages the best of remote and onsite work, to design experiences that unlock autonomy and flexibility for your workforce.

5

OVER-PRODUCTIVITY FOR REMOTE WORKERS

Workers who opt into remote work may be at risk of working more to keep delivering outcomes and demonstrating productivity in a world where behind-the-scenes efforts are not visible to their peers and leaders.

CASE STUDY

STATUTORY AUTHORITY

The brief: Our client wanted to shift their leaders from a command-and-control style of leadership to a more influence-based leadership style.

The solution: Getting to know the organisation was our starting point. After a two month immersion, connecting with leaders across various levels, we began to map the solution. We worked alongside the CEO, senior executive team and other leaders to build a bespoke leadership program designed to promote coaching skills and methodology to support other forms of working.

The outcome: The development of a leadership and coaching framework; a clearly defined approach to conversations to ensure consistency across the organisation. Supported with training and marketing across the organisation with over 200 participants engaged.



WHAT IF WORK WAS DIFFERENT...

Q. **What if** work gave you more?

Q. **What if** we could have more opportunities, learning, fun, creativity and meaning at work?

Q. **What if** bureaucracy, silo's, drudgery and administration could be peeled away to reveal something new, different and better?

Q. **What if** we make work better for humans and humans better at work?

HOW WE CAN HELP

We walk the talk, applying our own advice when working with you. We leverage agile principles, virtual ways of working, human-centred design, drawing upon the latest research and finding on future work models and concepts to develop practical and holistic solutions. We place humans at the centre of work.

We take an evidence-based methodology to help your organisation reflect, re-invent, and re-imagine the way you work.

UPGRADE NOW FOR THE NEW WORLD OF WORK



Grow satisfaction, engagement and results.

We provide high quality reporting to validate decisions.



Develop strategies for sustainable organisations.

The quality of our work is guaranteed.



LET'S TALK!



For more information contact our team of experts:

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