

23 TRENDS ON VIRTUAL WORK FOR LEADERS

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OVERVIEW

Initially, the trend of Work from Anywhere™ (WFA) mildly intrigued leaders within the small to mid-sized business (SMB) space. Yet as the global pandemic quickly emptied office buildings, we were forced to make significant leaps in how we get things done and where we do them. We began reevaluating our overall approach to personal workplace interactions only to realize working from anywhere is not going anywhere.

We've plunged into a New Age of Work™ and there's no turning back now.

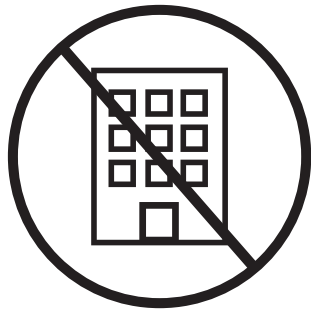
The current state of fluidity in this new era is the result of shifting ideas already in play. This ebook highlights these shifts and offers leaders a fresh perspective to support what they decide to do next.

Meanwhile, vaccination inconsistencies and spikes of illness recurrence continue to fuel the need for organizations to reimagine how people Work. Will the adoption of workplace policies that support consistency and flexibility cascade to the eventual widespread adoption of WFA? It's possible.

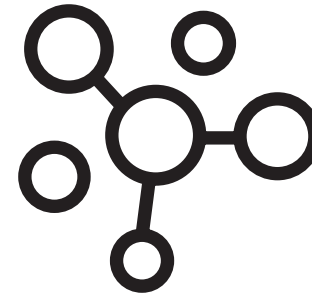
Let's explore even more opportunities to evolve our organizations, to move closer and closer toward Work that truly satisfies as it helps us become better and better versions of our best selves.

Let's be remembered for the leaps we took during these unusual times.

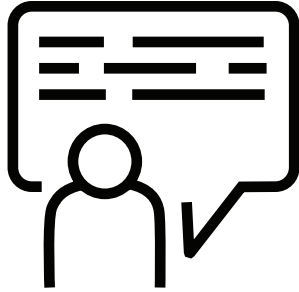
23 TRENDS ABOUT WORK FROM ANYWHERE THAT SMB CEO'S NEED TO KNOW



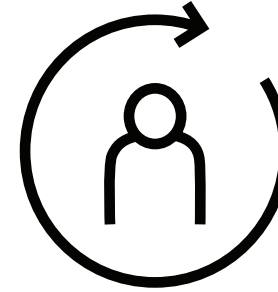
1. COVID-19 quarantines exposed millions of workers to **Work From Anywhere™ (WFA)**. Most of us stepped back and realized we didn't have to put up with hour commutes or office politics or be chained to a desk or an airline to do our best Work.



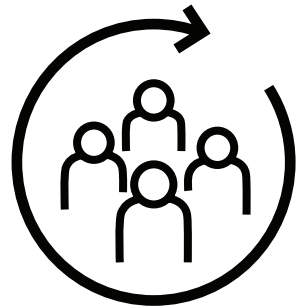
2. Cloud-based technologies continue to improve, giving us the ability to WFA and **better connect with others regardless of location.**



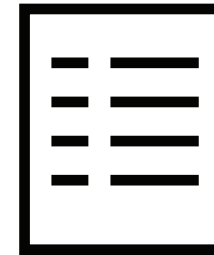
3. The decrease in physical presence leads to an increase in the **desire to do meaningful Work** and an increase in the need to matter.



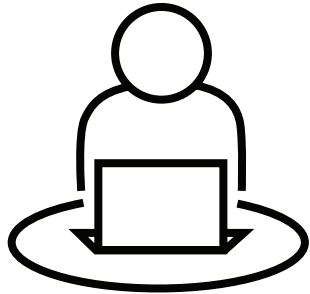
4. How we **matter as individuals** is complicated and ever-evolving. To matter, deep down, people know this: We not only need to matter – we need to also be **doing things that genuinely matter to us**.



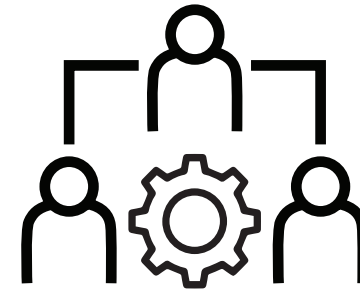
5. We are social creatures. Deep down, most employees and leaders simply want to **make life better**, not just for themselves but for others.



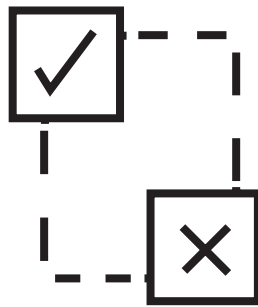
6. The decrease in physical proximity has led to an **increased need for trust**, which requires an increased need for **clear agreements** (who we are, what we do, who we serve, why we do it the way we do it, where we are going, how fast we want to go, etc.).



7. The increased need for clear agreements leads to an **increased need for technology** to memorialize and align around those agreements.



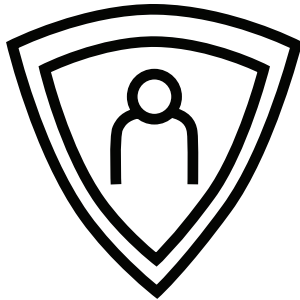
8. Once we identify those agreements, in a **High Trust Workplace it's Almost Easy™** to increase a healthy level of visibility into what's working and what's not working within the organization.



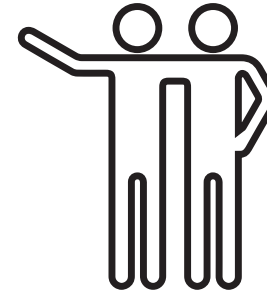
9. This increased understanding of **what's working and what's not working** leads to a greater understanding of competencies required, as well as the required level of behaviors, also known as **character**.



10. The increased understanding of competencies, as well as the decrease in physical presence, leads to an increased need for **personal connection**, which leads to an increased need for **coaching**.



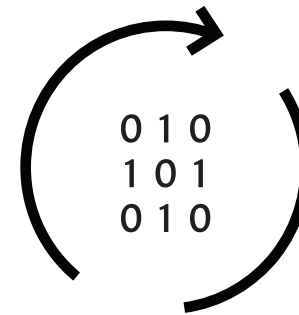
11. The increased need for coaching leads to an increased need for **training and self-development**.



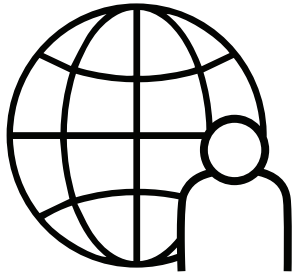
12. The increased need for training and development to support Work From Anywhere leads to an increased need for technology enabled **self-learning, including the understanding of self and others**.



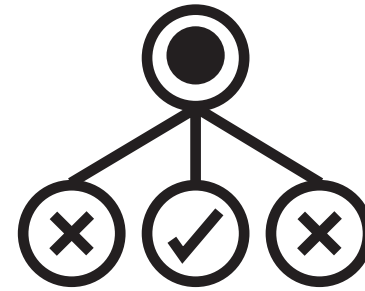
13. The ever increasing use of technology by all working members of society leads to an increased **reliance on mobile** as well as connectivity from (almost) anywhere.



14. This increased use of technology generates more useful data, as well as **increased demand for data** across the organization.

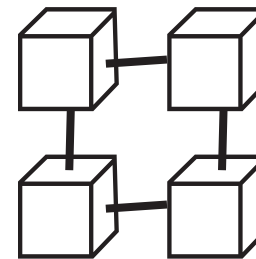


15. Our increasing interest in, and need for understanding, useful data will move us away from false information and toward becoming more and more reliant on and desirous of useful **information and focusing on what matters**. This trend toward valuing useful data and knowledge and questioning everything else will eventually spill into the public sector and start to ripple across the globe – a very good thing.



16. The increasing need to access the data across the organization further reinforces the need for **whole company tools** that **provide transparency** across all facets of the organization (e.g., Ninety.io).

17. Once we starting using data more, we will see an increasing need for **genuine connection** and for people to believe we genuinely care. Our colleagues want to know that we are using that data to understand, explain and help them achieve their goals – not to monitor or control.

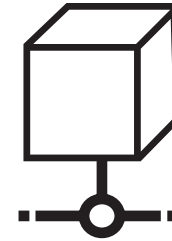




18. Once we see the increasing need for **data and genuine connection**, we will see the increasing need for consistent (e.g., weekly) meetings and the need to honor our commitments. This will lead to an increasing need for chunking up how we work.



20. Increased comfort with fractional WFA work means that there will be **more opportunities** for caregivers. These people want to stay at home to care for loved ones, but they also want to Work.



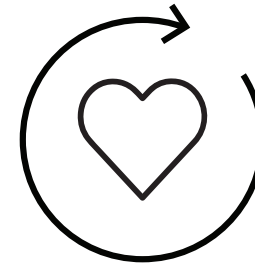
19. An increased need for chunking leads to an increased comfort with **fractional work** (i.e., “on-demand” workers, less than 40 hours per week) and WFA. Fractional work has been something that has been obvious for years but didn’t work well for a host of reasons. WFA and chunking increases the likelihood that it can make sense.



21. Increased comfort in WFA, chunking and fractional work will lead to an increased comfort with the “**death of retirement,**” which has huge implications for society. If a person truly loves their Work, why would they retire? They make money. They stay mentally and physically active. They get to Work from Anywhere.



22. Great companies that embrace WFA will be able to **attract and retain great talent**. Over time, crappy companies will lose their strong talent and struggle to attract and retain decent talent. In the long run, this is good for everyone.



23. As we move toward a society comprised of more and more great, high-trust companies made up of individuals capable of high-trust relationships, we will see more and **more people loving work, growing through work, working longer and living better**. A true win-win-win! And is there anything better than a world filled with people who love their Work?

Within and among the most advanced societies and economies, Ages of Humans are defined by a quantum leap in either insights, tools, competencies, relationships and / or disciplines.

How Ninety can help



Be Sure You Have the Right Tools

As company builders and coaches, we get how hard it is to run and build organizations. We are on a never-ending journey to help you eliminate redundancies and maximize the performance of all Ninety tools across every level of your organization.

The core values of Ninety.io is what you see displayed throughout this guide. Companies love Ninety because they can see clear accountability, recognize more opportunity and have a central location for their core processes.

Having worked with thousands of small and mid-sized companies, we are confident our tools will make it easier for you to build an extraordinarily productive, humane and resilient organization.

Visit www.ninety.io to learn more.

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