

Dynamic working

“The future ain’t what it used to be”



Binary tensions



The prime minister said the British people would be “consumed once again” by their desire to meet face to face
EPA

CORONAVIRUS

Remote working won't be the new normal, says Boris Johnson

Steven Swinford, Political Editor | Kat Lay, Health Editor
Friday February 26 2021, 5:00pm, The Times

Boris Johnson has dismissed fears that Britain is facing a new age of remote working, saying people will be commuting to city and town centres once more and holding face-to-face meetings within a “few short months”.

The future of work is hybrid



Half of staff would quit if denied flexible working

Louisa Clarence-Smith
Thursday February 18 2021, 12:01am, The Times

Half of employees say that they would look for a new job if their bosses do not allow flexible working after lockdown.

A survey of 2,000 randomly selected workers found that 49 per cent would try to change jobs after the pandemic if they could not work in their preferred location. Two thirds of workers said that they wanted to switch to [a combination of home and office working](#), when it was safe to do so. Many cited the time saved on commuting and an improved work-life balance.

However, only one in ten believed that their bosses would give staff the option to work in their preferred location. Less than half of workers predicted that their

Principles

- Our work arrangements should be determined to best serve the needs of our students and other beneficiaries
- Our work arrangements should demonstrate the trust and respect of our staff
- Our work arrangements should foster a culture of collegiality
- Our work arrangements should be recognise work and home commitments and boundaries
- Work arrangements should be established in line with University-wide principles, but agreed locally based on function and culture of the group.

Context and challenge

The challenge for Aston is to enable a dynamic working style that retains the best of what we have experienced while supporting the need to change and develop to meet the University's aspirations and strategy and to add value to the performance and wellbeing of our staff.

In framing the challenge we have to provide for a variety of agile, flexible, progressive working arrangements that meet student, internal customers, service and employee needs.

In approaching the challenge we have three imperatives:

EFFICIENCY

....doing more with less

EFFECTIVENESS

*....supporting our people
to do their best work*

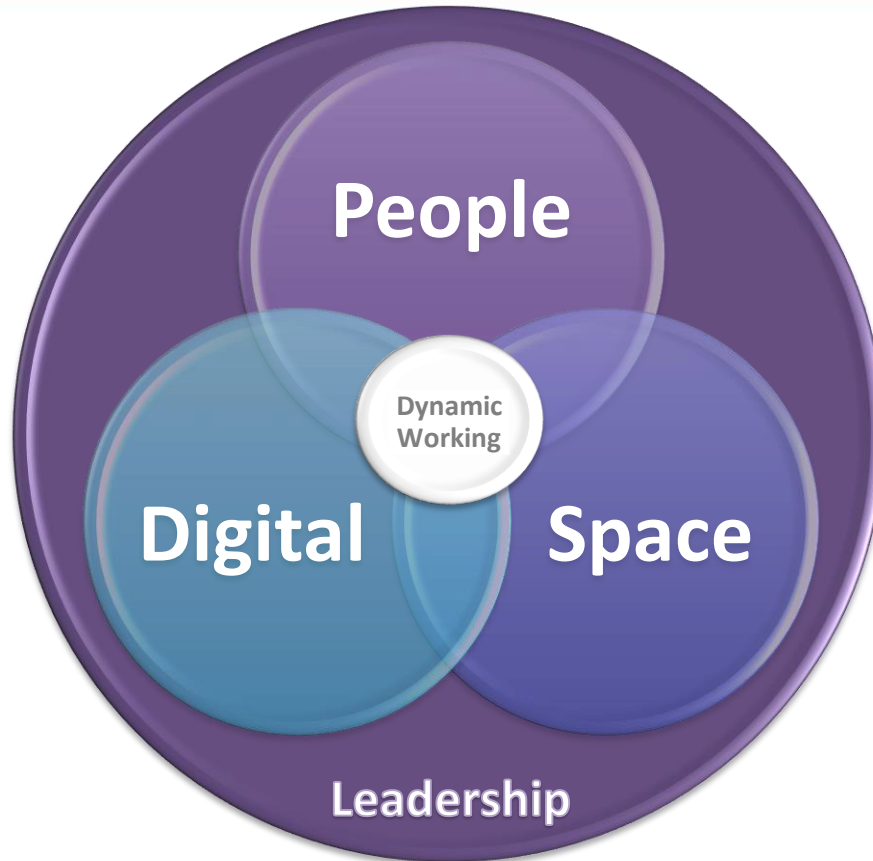
EXECUTION

....agile, iterative, learning

Dynamic Working

- People policies that provide choice and empowerment
- Work practices that encourage agility and collaboration
- Working styles to improve productivity and wellbeing

- Digital technology for the person, not the place
- Hardware, software and systems to enable work to be done in the most appropriate place



- Multiple settings for different types of work
- Places for people, not people squeezed into spaces
- Prototype for the future workplace

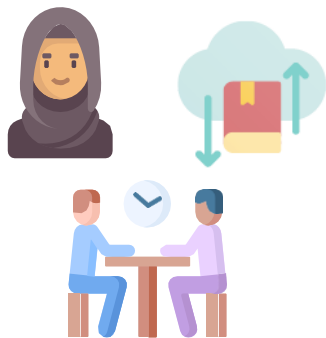
- Multi-modal leadership
- Leading by example – embrace the change
- Find ways to communicate effectively
- Focus on team and individual effectiveness and wellbeing

Dynamic Working - Personas



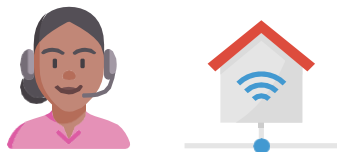
Campus Worker

- My work involves face to face interaction with students, staff and others
- The nature of my job means all or almost all of my job couldn't be done off-campus



Hybrid Worker

- I know what I need to achieve and I work from a location which best suits each activity
- I attend campus for team activities, face to face teaching, pastoral responsibilities, etc
- Where direct social interaction is more effective, I meet, train or interact with others in person
- Some of my work involves using equipment, technology or other resources which are on campus
- Some of my work is better suited to a location where I won't be interrupted or distracted



Remote/Offsite Worker

- The nature of my work means that most of my time is spent off campus
- My work is best done using a range of digital tools and remote technology
- Although I don't regularly come to campus, I attend for ad hoc team away days, creative meetings or citizenship duties



Transforming our space

