



Future of Work

February 2022

Description: What do workers want, employee benefits, shorter work week, working remotely, redesigned workspace and office.

Estimated time: 1.5 hours

(1) Getting acquainted and comfortable

5 - 10 min.

Welcome

- Thank you for coming...
- We are a part of The Great Reset, which was born out of a shift we're seeing in our country. We have been in a place where we don't tend to speak 'beyond our bubbles' and across perspectives. The Great Reset has been opening up a grey space for such conversations since 2018. You are now part of keeping the conversation going and we thank you.

The Pillars of The Great Reset

- To share our own thoughts and perspectives with humility
- To learn from others and listen with respect

Ground Rules

- Every comment is valid and deserving of respect
- We show respect by speaking one at a time, putting our phones on silent and staying engaged, even when we are not speaking
- In the interest of time, I may cut in to ask you to 'top-line' something if we need to move on. This means simply offer up a synopsis of your thoughts and speak in bullets, not paragraphs

Confidentiality

I would like a verbal from everyone that you are here of your own volition and out of respect for one another I would ask you to keep what others say in this room unless they give you permission otherwise. (go around and get verbal agreement). Further, you agree to adhere to the principles outlined already: to deliver your perspectives bound to the principles of respect, to **listen with humility and offer grace to others who are sharing this space.**

Personal Introductions

Please share your name, where you live, and where do you work and how long have you worked there.

*****Remind everyone we're recording but we won't use any clips without their approval*****



(2) What do workers want

20 - 25 min.

- There's been a lot reported these past few months about the "Great Resignation" by workers in the US. What do you feel they are they looking for in their next job?
- What employee benefits do you think will be prioritized or added by employers to recruit and retain workers?
- What does an employer have to do to now become "an employer of choice?"

(2) Age diversity and multiple generations in the workplace

15 - 20 min.

- Is it important for employers to try to have a diversity of ages in their workforces, and why or why not?
- What can employers do to make it easier for workers of widely different age groups to work better together?
- What can workers themselves do to work better together with workers who are decades apart in age from them? Or is this not their responsibility?

(3) Work week length and hours

10 - 15 min.

- The work week in the US is longer than in many other countries, and US workers also have less vacation time. Why is that, especially in view of how much is heard about interest in a work-life balance? Do you expect that this will change over the next five or ten years, and why or why not?
- During the past couple of decades, more employers have intentionally shifted workers from full-time to part-time (with no set hours) and added contract workers. Why is that, and is this a good or bad thing for both workers and employers?

(4) Working remotely

10 - 15 min.

- How normal will remote work be once COVID subsides to an endemic situation?
- Do you feel there will be a prolonged conflict between employers and employees over remote work?
- What do you suggest that would improve the quality of working remotely?



(5) Your perfect workspace and office

5 - 10 min.

- Please describe your perfect workspace.
- How important is privacy in one's workspace, including but not limited to a private office with a door?

(6) Closing comments

5 - 10 min.

- Any additional comments about how we expect work or being an employer or an employee will be changing in the decade ahead?