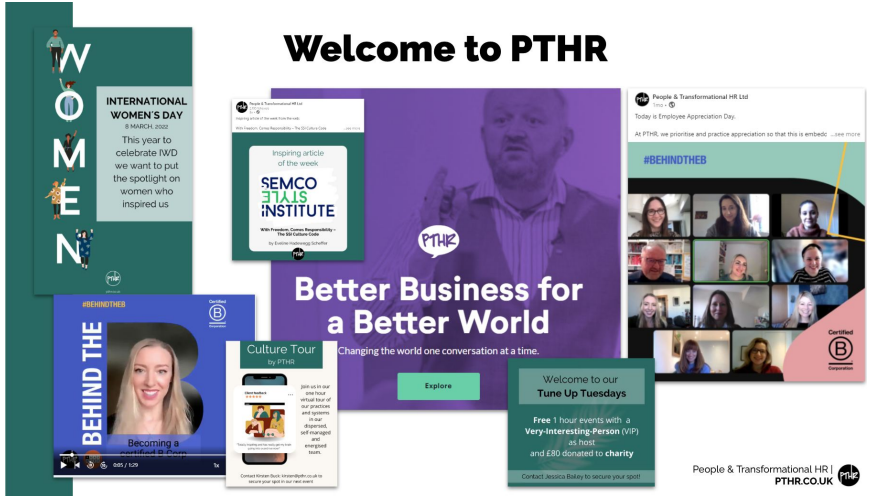
The case for a physical workplace vs. office agnostic.

Why remote working offers chances for connection, collaboration, transparency and sustainability.

Join us for our virtual "Culture Tour"

- 1 hour
- Free to attend
- Monthly



Contact katy@pthr.co.uk or kirsten@pthr.co.uk to book your place.

Hello, there!

Katy Stanley

Chief Operating Officer

Assoc CIPD, FRSA & MODA

Member: EODF

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Essex, UK

Kirsten Buck

Chief Impact & Culture Officer

FRSA & MODA

Agile Coach ; Member, EODF

Accredited Self-Management Expert: Semco Style Institute

Author: Organisation Design with Cranfield School of Management

kirsten-buck-591b7035

Aberdeen, UK

We are #TeamPTHR

Founded in 2012

A connected, collaborative enterprise of conscious business activists. With audacious dreams framed by our mission: ***Better business* for a *better world.***

Our purpose is *to transform teams, and the way they operate, to help people flourish in their work.*

Our Manifesto. We exist to:

Help clients, partners and fellow positive activists transform, adapt and reinvent themselves through assisted systems of designing, facilitating, coaching, teaching and experimenting with us;

Know as much about the next stage in human, organisational and work evolution to help others learn and be enlightened about the ways to craft better lives through good work;

Bring together as many key players as we can in creating a coalition that builds a better future of work;

And

Place more business imperatives towards the climate emergency and regenerative activities for our planet.

HR Most Influential

HR Most Influential Thinker 2021

TEDx

HR Weekly

The 100 Most Influential People In HR

- 2021 EDITION -

LinkedIn Learning

SEMCO STYLE INSTITUTE

Certified Self-Management Expert

THE BUSINESS BOOK AWARDS

Shortlisted - Business Book of the Year 2021

EODF European Organisation Design Forum

OD ACADEMY

Your OD Membership Community

Certified B Corporation

This company meets the highest standards of social and environmental impact

Ecologi

climate positive workforce

PTHR Ltd

Business #3731

9 months of climate impact

92.99t of carbon reduction

1,138 trees in your forest

4 DAY WEEK EMPLOYER

MENOPAUSE WORKPLACE PLEDGE

worldblu ORGANIZATIONAL MEMBER

We are a Living Wage Employer

WE ARE **ENERGISING.** WE **CO-CREATE**. WE ARE LED BY **INSIGHT**

1. CONSULTING, ADVICE & MODELLING

Organisation Design & Development;

Business & Operating Models;

Strategy Creation & Delivery;

Strategic Workforce Planning;

Performance Optimisation - systems and processes for workload and workflow in remote, hybrid and onsite models.

2. COMPETENCE & CONFIDENCE BUILDING LABS

Virtual/online Labs and workshops for:

Agile Project Development;
Impact Mapping;
Design Thinking;
Team Dynamics;
Hybrid Working;
Business Partnering;
Hackathons & Innovation;
Learning;
Job Crafting;
Transformational HR.

3. KEYNOTE SPEECHES, ROUNDTABLES & PANELS

Virtual and on-stage

Next Stage Organisations;
The Evolution of Work;
Transforming/Reinventing HR;
Self-managed teams;
The Agile Organisation;
The Energised Workplace;
Sustainability/ESG;
Leadership in the networked, dispersed and information age;
Value creation and prosperity in the networked era.

4. THE STATE OF FLOURISHING SURVEY & REPORT

Behavioural Science-based survey and assessment.

Going *beyond engagement* into a flourishing people experience.

How inclusive, trusted, motivated to perform and together are your teams in a psychologically safe and purpose-aligned way?

KEY DELIVERABLES, SERVICES & VALUE PROPOSITION

Framed by our unique *Business Reinvention Labs* using digital-first, immersive simulations and experiences, informed by our unique *State of Flourishing Report* and immersive consulting, learning and modelling services.

Who we work with

The Changing Lenses of Work

Place	**Hybrid**
5/2 <Full Time>	**4/3 <Flex>**
Jobs	**Projects**
Digital Tools	**Automation**
Divisions/ Directorates	**Networks/ Hubs**
Organisation	**Platform Enterprise**
Bottom line	**Triple bottom line**

Hybrid work: WorkSpace is a red herring - focus on Belonging

4 May 2021 | Accountability, Belonging, Communication, Connection, Cooperation, Coronavirus, Culture, Dispersed teams, Diversity, Growth, Hybrid work, Interactions, Isolation, Leadership, Purpose, Remote Teams, Remote work, Standards

Photo: Dominik Vanyi on Unsplash

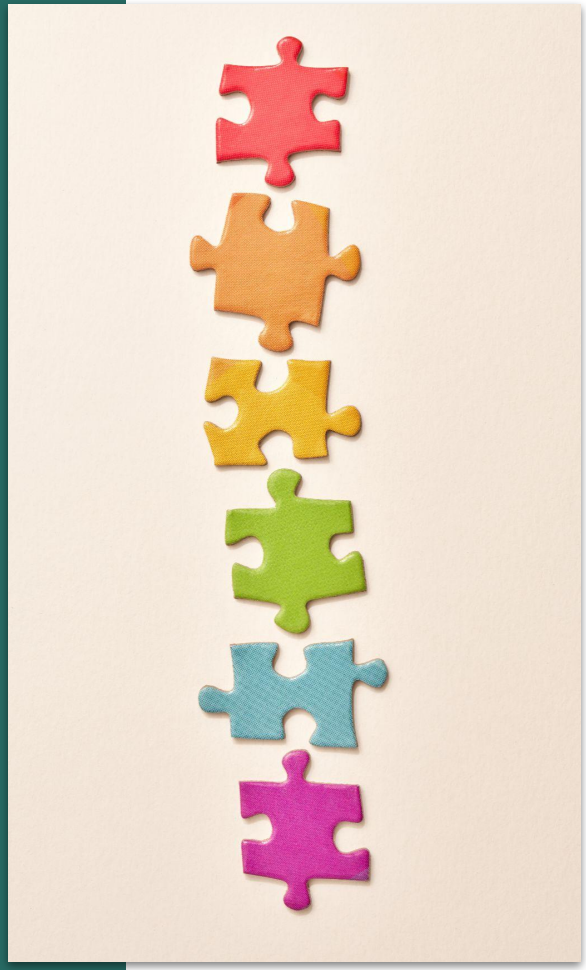
‘Going to work’ is no longer a destination, it’s a state of mind.
Belonging creates our shared connection whatever space we're in.

‘Hybrid working’ *an opportunity to rework, work*

“Those who do hybrid, if not intentional about making systemic changes and treating every employee as if they are remote (whether in-office or not), will see their most effective remote people leave.

The hybrid companies will then blame the lack of productivity on remote instead of the actual cause: Managing two distinct employee experiences is a very arduous task.”

Sid Sijbrandij, *Co-founder and CEO of GitLab*



Hyper-Personalisation of the workplace: Inclusive Design

“By designing for the widest range of people, you benefit everyone.”

Zeinab Chaudhary, *Consulting Disability Inclusion Lead, and* ***Becky Ferraro***, *Inclusive Design Lead at Deloitte Digital.*

True Inclusivity and equity - accessibility to work for all, and access to talent wherever it exists globally.

Inclusive Design

Examples of differing demographic needs

Age:

- *Gen Z have just a +1.25% preference for physical collaboration, with the need to balance this with freedom and autonomy.*
- *24% of workforce aged 55+ - flexibility enables an individual access to work and can help extend their time in the workplace. (Gartner) and choices around flexibility and location can support those experiencing symptoms of the Menopause (Kate Usher)*

Gender

- *Women are 3x more impacted by care (not just childcare) responsibilities, affecting access to work.*

Neurodiversity

- *30-40% of the population each have unique neurodiversity needs. This can affect an individuals written or verbal communication, environmental effects, and navigating social dynamics.*

LBQT+

- *Evidence from Flexjobs after they cross-referenced the best companies for LGBT+ workers listed by DiversityInc and almost all offer flexible working. Attributed to online communications removing barriers for recruitment development and promotion.*

Ethnicity

- *A study at Manchester University discovered c15% of women and 8% of men had left their job due to racial discrimination. 28% of participants reported the need to take sick leave after experiencing racism at work.*
- *1 in 4 employees from ethnic minorities observed their colleagues from minority communities speaking up more on calls during lockdown. Attributed to online communications helping break down behavioural boundaries, (Henley Business School - The Equity Effect, June 2021)*

Inclusive Design

Job roles

Onsight workers: Retail, Service, Care, Logistics, Manufacturing etc - so where can you offer other flexible options?:

- Working patterns
- Hybrid model - physical/administration
- Flexible benefits
- Self management and alternative models *(Buurtzorg UK - Newham team have created their own policies around sickness and leave, and created local processes to suit the needs of their individual teams)*

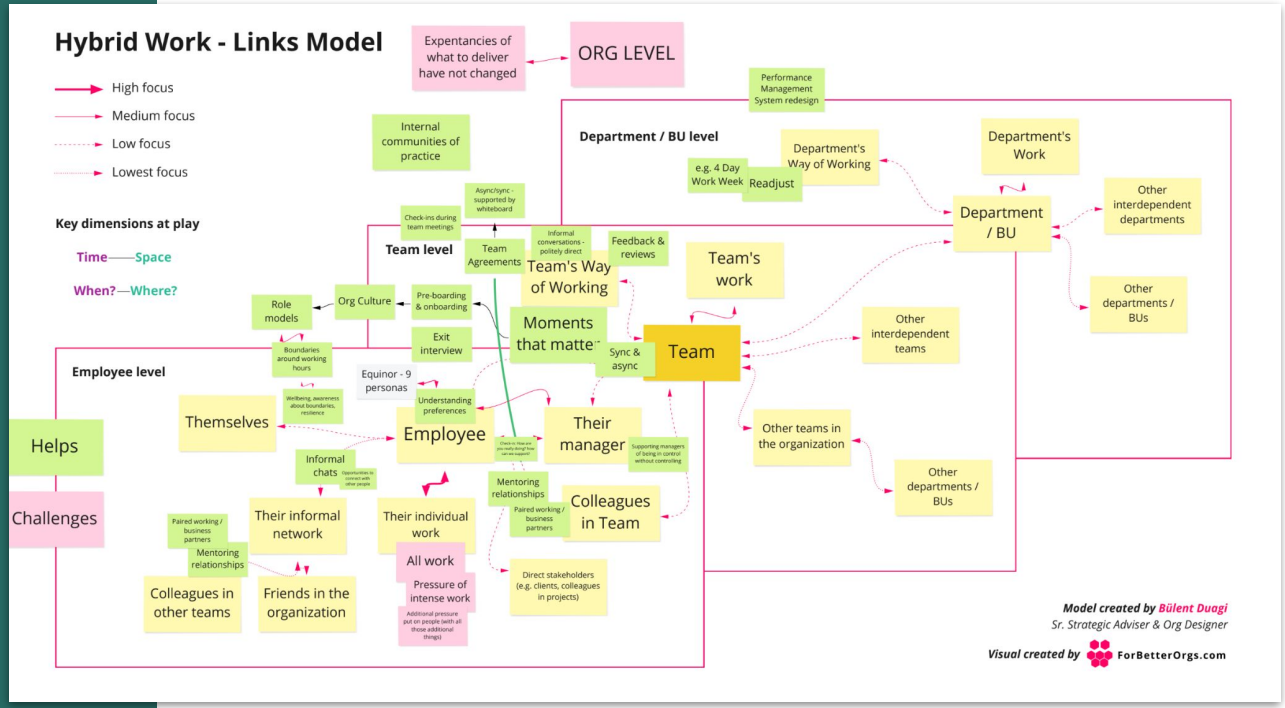
BUURTZORG

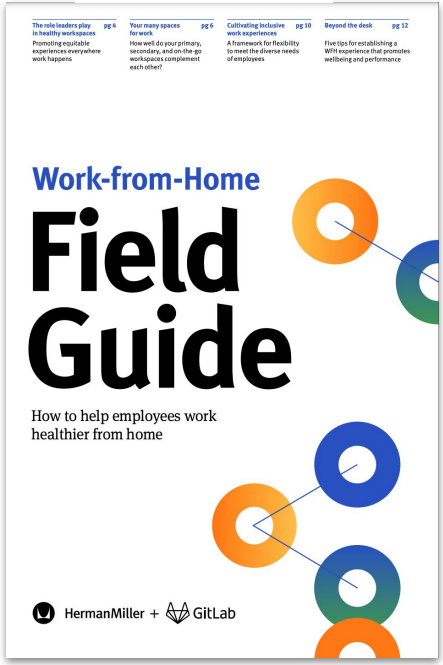
Be curious and creative with your people and teams- find out WHERE flexibility can be offered to enable more accessibility.

Often the argument against remote, hybrid or hyper-personalisation of the workplace is: "This initiative will only benefit a few people in the organisation, and no one else" But that is the point. Having the CHOICE benefits ALL.

That can be implemented and organised very successfully when we look at Organisational Design at a TEAM level, and still optimise work.

Teams are a meaningful unit of design





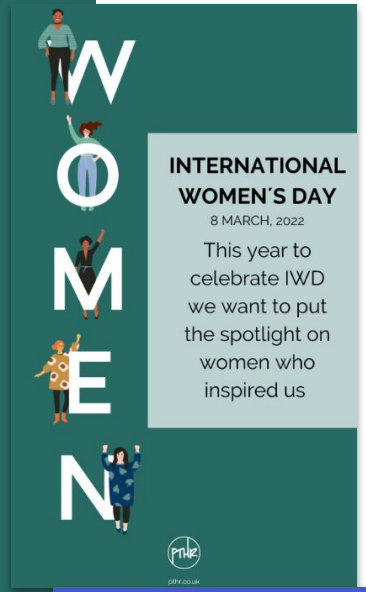
What works: **experience**

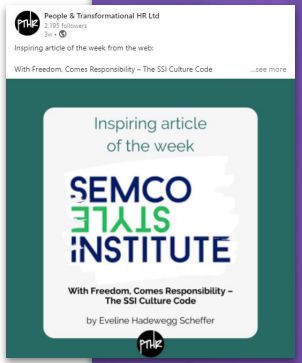
TRADITIONAL
SYNCHRONOUS

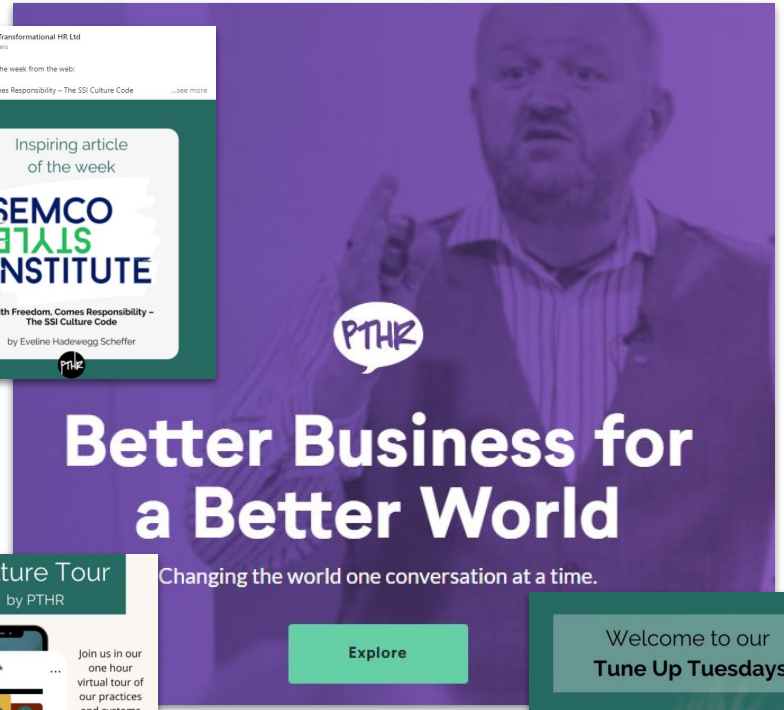
What works: **exception**

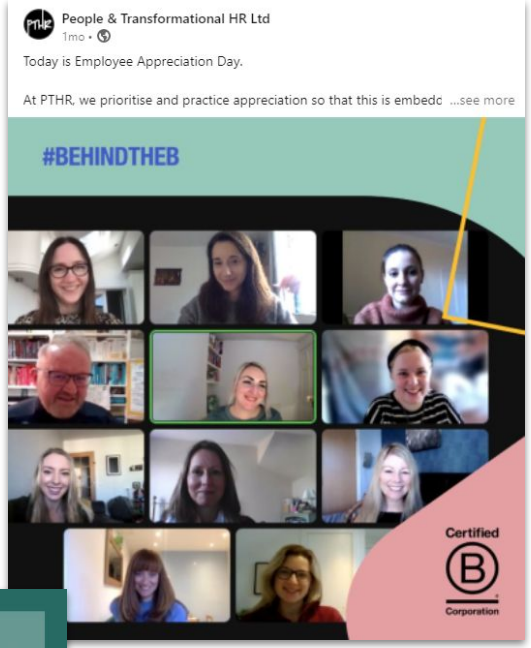
DISTRIBUTED
ASYNCHRONOUS

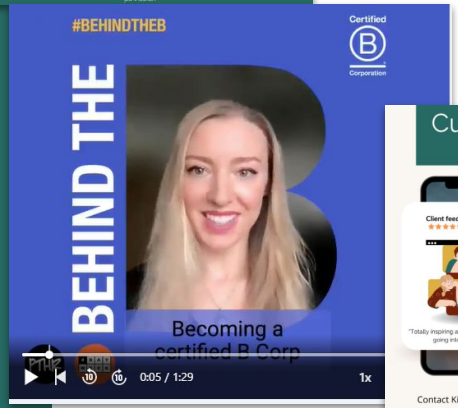
Welcome to PTHR

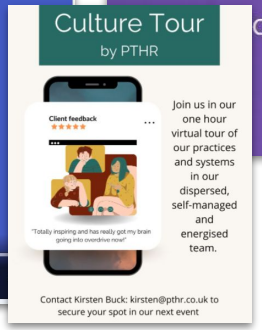


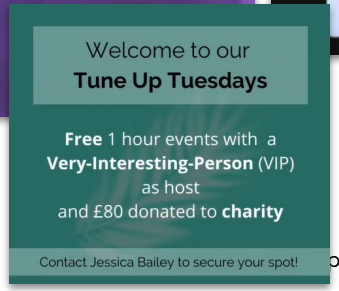












A call for autonomy? We are a self-managed team!

Architecting a new 'psychological contract'

High

Alignment

Management

"I'm told what to do and why I do it"

Directed by management

Self-managed

"I'm given guidance on what to do, and I decide what to do it "

Directed by self

Scrutinised

"I'm told what to do without compromise"

Enforced by management

Unmanaged

"I do what I want"

Determined by self

Low

Autonomy

High

SEMCO STYLE INSTITUTE

MENLO innovations

Danfoss

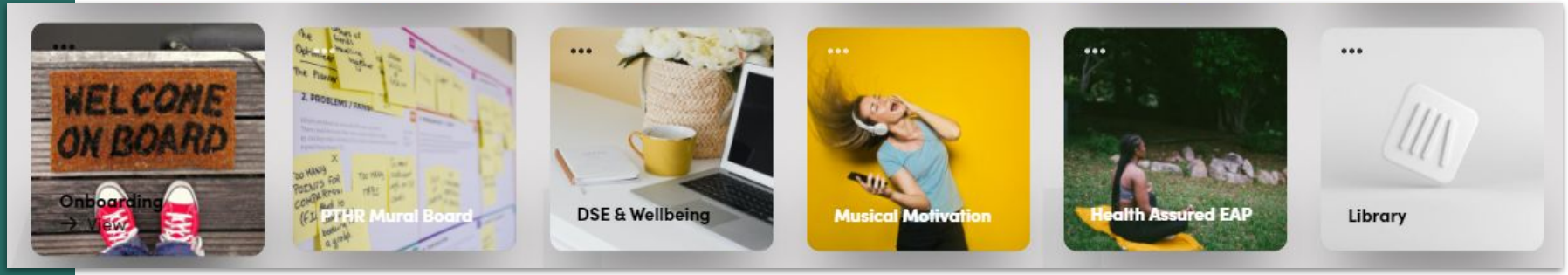
BUURTZORG

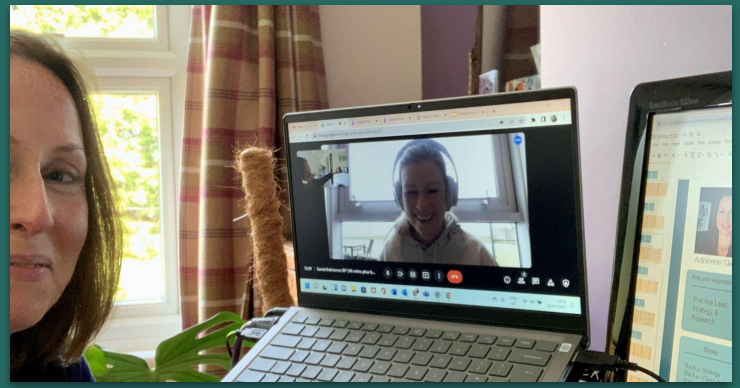
On-boarding

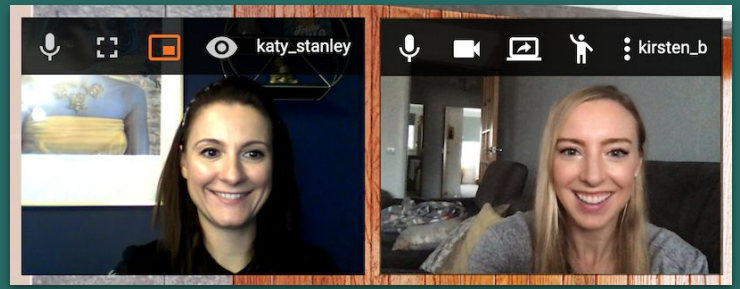
Self-directed, with Support:

- async resources
- opt-in
- playbook not just policies
- paired working
- A programme of introductory sessions

Be curious as to **what counts and learn what matters**







Business Partnering

Paired working inspired by MENLO innovations

- Set the rhythm and pace of connection.
- Shape it for you: mentor? mentee? shared workload?
- Seasonal or six monthly rotations
- Supported by BP Coach

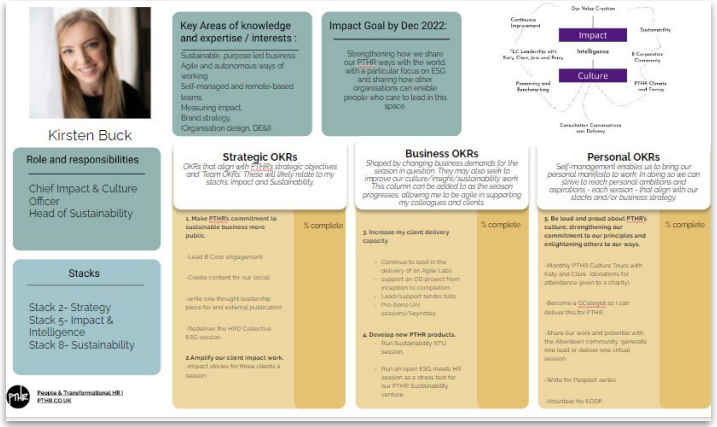
Policies become Team Agreements

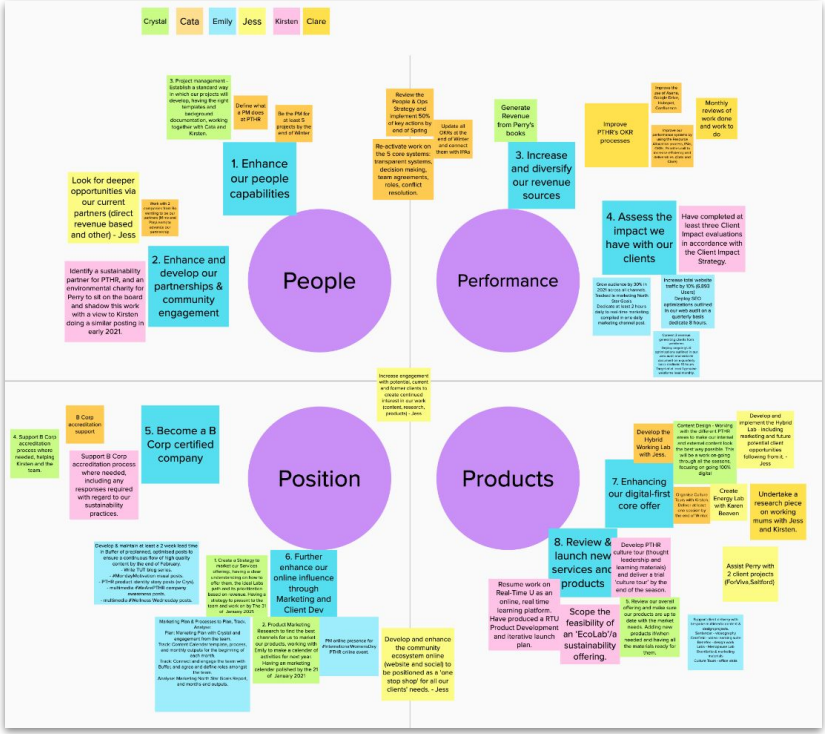
Co-created team agreements inspired by

SEMCO STYLE INSTITUTE

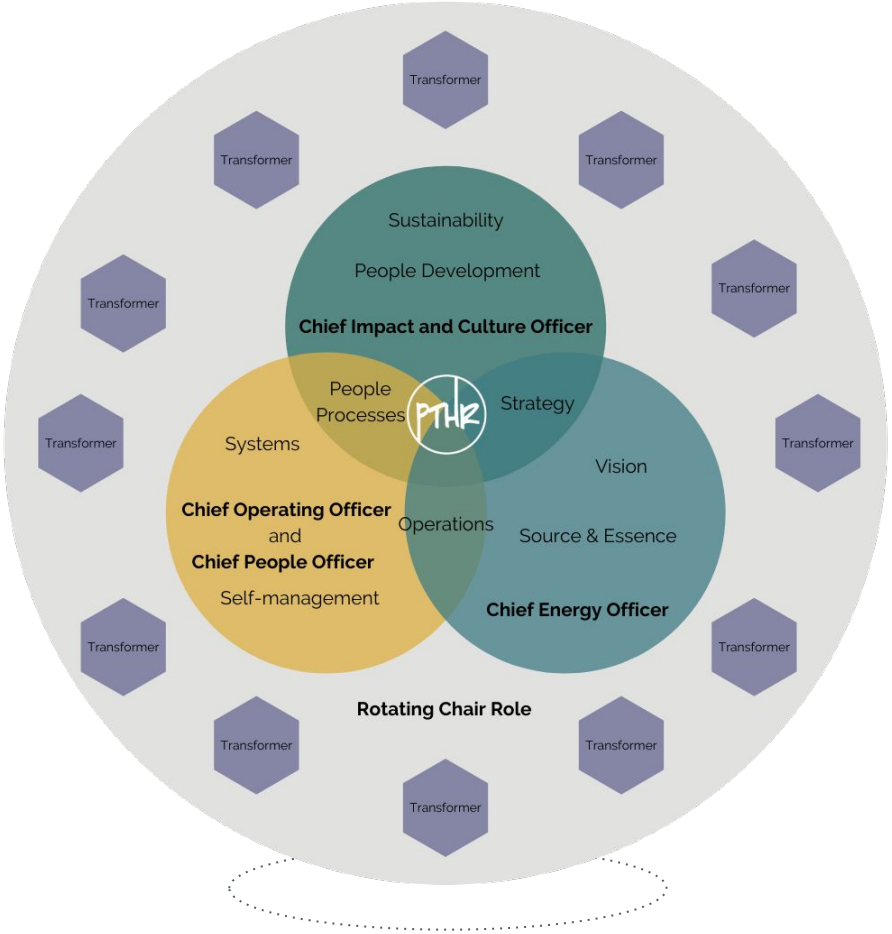
Ricardo Semler

Transparent goals and value creation - OKR's





- Seasonal goal setting - individual OKR's based on strategic goals, current work, and individuals area of interest and development
- Plotting this together, as a team, to ensure alignment, strategic progress and value creation



THE *LEADERFUL* CIRCLE

Stack 1 - Systems: Internal processes & platforms
Use of digital work platforms, tools and flow: Analytics and Performance metrics for continual improvement and adaptation; (**Katy** + Clare + Tamasin)

Stack 2 - Strategy: Vision & Gameplans
Our planned aspirations; expansion through diversification and growth.
(**Perry** + Katy + Adrienne + Kirsten)

Stack 3 - Engagement:
Marketing & Design
Communication channels and awareness of PTHR mission and services.
(**Alice** + Tom + Jess)

Stack 4 - Services:
Products & Consulting Advice
Business Reinvention Labs including Agile Squads; Hackathons; PTHR OD <On-Demand> Books & Feature writing; Consulting & Advisory services.
(**Jess** + Tamasin + Ann-Marie)

Stack 5 - Impact & Intelligence:
Content & Research
Conducting and curating research to be a valued source of insight & inspiration.
(**Kirsten** + Adrienne + Jennifer)

Stack 6: Communities:
Clients & Partners
Developing our clients and working with awesome co-conspirators, collaborators and create/support a community of fellow progressive work activists.
(**Jess** + Perry + Sarah)

Stack 7 - Innovation:
Side Hustles & Ideas Incubation
Hosting ideas and ventures with PTHR affiliates. Advising, validating and stress-testing concepts. Connecting to clients and the PTHR network for tests and pilots, insight and research.
(**Maddy** + Ann-Marie + Clare)

Stack 8 - Sustainability:
Human, Social and Environmental Impact
Understanding our ecological impact & creating offsetting strategies + B Corp Certification
(**Kirsten** + Maddy + Sarah)

People

Operations

Principles

The Leaderful Circle (TLC)
<Stewarded by Katy; Clare; Jess; Kirsten & Perry>

Clarified ownership in our operating model

#TeamPTHR 2022 **> Business Model Stacks & Pillars**

Our Digital Tools

Virtual Office

PTHR

Remote
Virtual
Self-managed
Geographically dispersed
Leaderful

Transparent

Virtual Office

Listening Sessions

Communication Channels
→ Slack
→ Asana
→ Google Drive
→ Huler

Connected

Business Partners

Team Agreements

Our Principles

Our spiritual Investors

Sustainability

Business Partners

Energised

Information Osmosis

<TLC> Rotating Chair

Co-created 2022-23 strategy

Business Partners

Stacks Model

4DOW

Learning (TUTs)

OKRs

Planet first

Source: NASA's graphic visualization studio.

Global warming "unequivocally" being accelerated by humans.
(Intergovernmental panel on climate change report, 2021)

Mandate: net Zero by 2050, reduce emissions by 45% by 2030.

“Office optional future”

1. This is a positive opportunity to re-work,work!
2. Hyper-personalisation matters
3. Deliberate connecting moments
4. Conscious spontaneity
5. Peer power and dispersed leadership
6. Autonomy… consider self-management in teams
7. Intentional use of digital tools
8. Meet the 2050 mandate. Carbon emission reductions.
9. Planet and People, performance and prosperity follow.

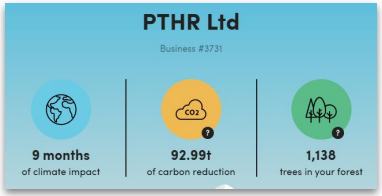
Better business *for a* better world.

Certified B Corporation

This company meets the highest standards of social and environmental impact

Ecologi

climate positive workforce



SME Climate HUB

pthr.co.uk / @TeamPTHR