

41st Davos Experience session summary (About Uniliver WAA)

For Individual

Advantage

• **Worklife balance**

Take more care of family and kids.

accommodates different workstyles

Motivate the employees to work from home.

Can work at Private space.

Easier to accommodate children, better time management

more flexible schedule, Flexible with personal choice

reduce interruptions in office (for example, spend less time socializing with colleagues)

Better work life balance

• **Cost**

better commute(choose off-peak times)

It is good for middle sized company.

Avoid rush hour commuting

cut down transit cost

• **Other things**

Women don't have to wear make-up, less dress code pressure

New inspirations, free life style, serendipity, self-realization

For Company

(1) Advantage

• **productivity**

High productive

Low turn-over rate

system of evaluation will be improved

Higher employee satisfaction

attract more talents

Flex hours flex time can make easier to work with other countries

more business chances

• **Fulfillment**

Autonomy for workers, by giving employees control

Lower burn out rate⇒maybe less space needed for central company

Open minded employee meet new people

Good for working moms

• **PR**

new better recruitment, because of the new approach

Promote organizations good image

recruiting more younger employees

OK to have remote workers(families do not have to move because of job)
attracting or allowing new work force⇒low turn over, save cost

(2) Disadvantage:

• **Productivity**

Not a strong team.

Lose contact with the other members of the company.

less work pressure to focus

Not enough off-site workspaces

Isolation, limited knowledge sharing, procrastination

• **Communication**

less face-to face meeting

quick conversations are difficult

non-verbal communication is difficult on skype calls

Feel less competitive or motivated as you don't see your colleagues working.

Belonging/ socializing at risk, family related issues, conflict and disagreement

• **Confidentiality**

issue of confidentiality in public spaces

Requires better self management skills, and complicated management

if abroad, less convenient access to speedy internet

unfair for employees who have to work on-site a lot

Flexible workstyle doesn't work for everyone

(2) Disadvantage

• **Communication issue**

Poor communication

difficult to evaluate employees

• **Cost**

Cost(Work places, lap top, mobile...)

• **Motivation • Management issues**

how to keep mindset

non-cooperative employees

Need guidelines to measure if each person is still accountable

work distribution how to do effectively

Have to define more clearly, emergency work/times, working hours

• **Other**

Doesn't fit all companies

information security(not protected properly)

