Pyramid Exercise

1. Read carefully through the text below and look at pro's and con's on the next pages.
2. Think if you have any other arguments and counterarguments in addition to the lists provided.

During the session, you will create a pyramid in subgroups.

Everyday Holiday

Recently some companies have adopted an entirely new approach with their employees and working conditions. They consider that the old paradigm in which employees are paid for the time present in the company is totally outdated. In their eyes employees should be paid for the work done, while keeping a fixed income. So, in this new setting, that I have called 'everyday holiday', employees can work when they want, where they want, if the work is well done within the agreed deadlines. Each team, together with their superior(s), sets the objectives and plans the work amongst themselves. According to these companies, this way of working is a win-win for all stakeholders.

Your task is to prepare a presentation to a group of CEOs and convince them to adopt this new approach.

Pro’s

1. Positive, progressive company image
2. We will get media attention
3. Attractive employer
4. More flexible in delivering services
5. People will work more hours
6. People will work harder during the hours they work
7. People will work more towards results
8. The company will be much more objective and result driven
9. There will be more a culture of setting concrete objectives
10. We will be more of an agile company
11. Encourages horizontal interactions
12. There is greater flexibility of the workforce
13. We can ask people to be more available when there is more need from the business
14. People will have a better work life balance
15. People will feel more responsible
16. People will solve more problems between themselves
17. We will need less office and parking space
18. Reduced costs and overheads for offices
19. People will lose less time in traffic and travel
20. Productivity will increase
21. It will be easier to set up a 24-7 client service
22. Departments that work in cyclical waves (like finance) can schedule their work better
23. We can be more inclusive as a company
24. People will tend to motivate (and control) each other
25. The process of personal targets and follow-up will become real, rather than being just formal
26. It can become our USP as employer
27. The quality of our client service will improve
28. Higher employee retention (easier to keep valued employees with dynamic lives) lower turnover rates
29. Wider talent pool easier to recruit employees who are not in a fixed location
30. A better work-life balance for our employees
31. We will become more inclusive and diverse
32. You don’t have to compensate overtime
33. …
34. …
35. …
36. …

Con’s

1. Blurring the work/life balance (mentally hard to “switch off”)
2. Requires a high degree of self-motivation (not everyone is capable of it)
3. Employees may feel isolated
4. Spontaneous discussions may be missed (e.g. “watercooler talk”)
5. More time wasted in alignment meetings
6. Communication difficulties / breakdowns
7. One can easily fall into the trap of working all the time higher stress
8. More difficult to collaborate as a team if others work at different times
9. Exclusively relying on technology may be challenging
10. Difficult to foster relationships with others
11. Difficult to nurture and ‘protect’ a certain company culture
12. Focus may be too much on results
13. Less structured daily work regime
13. Some employees may not work efficiently without supervision
14. More complicated schedule management
15. People may misuse the system to work less
16. …
17. …
18. …