

PERFORMANCE VS. POLICY HYBRID



PERFORMANCE-DRIVEN HYBRID ENVIRONMENT

Foundation: Accountability + Autonomy = Results



POLICY-DRIVEN HYBRID ENVIRONMENT

Foundation: Time + Presence = Results (Status Quo)

LEVEL OF ACCOUNTABILITY:

HIGH

VARIABLE/
UNEQUAL

LEVEL OF AUTONOMY:

HIGH

VARIABLE/
UNEQUAL

COMPETITIVE ADVANTAGE : ATTRACT AND RETAIN TALENT



RESULTS-FOCUSED:

- ✓ Accountable to objective, measurable results

- ✗ Mix of objectivity + subjectivity + timeclock mentality + work location policies

WORK LOCATION:

- ✓ Not scheduled, driven by work outcomes, fluid from day-to-day

- ✗ Scheduled, drive by traditional beliefs, not fluid

WORK HOURS:

- ✓ Driven by outcomes, time is not owed, work during most efficient and effective times of day

- ✗ Driven by time-clock mentality, owe 40 hours, some version of core hours (ex. 9-5 + more outside)

MANAGEMENT METHODOLOGY:

- ✓ Manage work (contemporary)

- ✗ Manage people (outdated)

PERFORMANCE DRIVEN:

- ✓ Results are the currency of work and drive performance

- ✗ Time + location is the currency that drives performance

EQUITABLE WORKPLACE:

- ✓ Achieved through autonomy

- ✗ Not applicable

When designing hybrid work environments, social science says if you want to engage, motivate, and build trust and competence over compliance, you'll need 3 factors to reimagine how work gets done:

- ✓ Every employee must be clear about the measurable results they are expected to achieve. This establishes individual and team accountability.
- ✓ When accountability is clear, then operating on a foundation of autonomy, rather than accountability to time and place, is proven to be key.
- ✓ Unplug from the timeclock mentality. Time spent doesn't guarantee results. Period