A woman with long, wavy brown hair is shown from the chest up, looking down at a tablet computer she is holding with both hands. She is wearing a dark-colored shirt with a white polka-dot pattern. The background is a blurred city street at night, with warm lights from buildings and streetlights creating a bokeh effect.

# The impact of a **REMOTE WORLD** on our workplace

First virtual ECG Alumni meeting  
February 11, 2021

# A „normal“ day in your life ...



07:20



07:30 ... you are in pyjama outfit



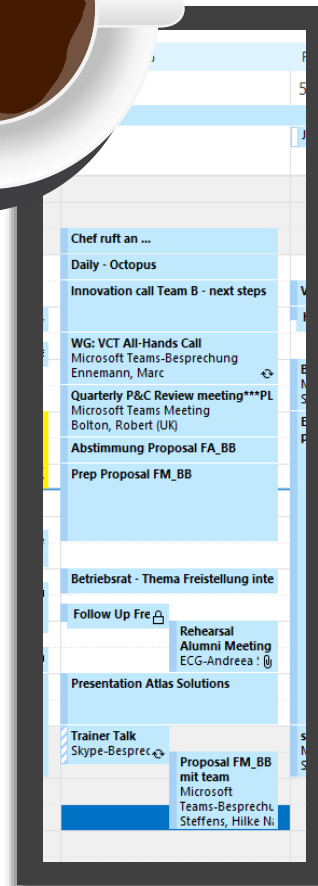
11:47 ... and still in pyjama ...



13 calls, 2 bigger meetings, 1 cup water, 7 coffees, no time to eat, no fresh air



18:53 End of your day ...



# Our focus today

1

## The Human Factor

- From “the hated colleague” to “I am missing you”
- The importance of “social leadership”

2

## The Work Frame

- “I am so tired” - why is “remote working” so exhausting
- Pyjamas code or business dress?
- Office desk or dining table?
- Mikki’s favourite place: my laptop

3

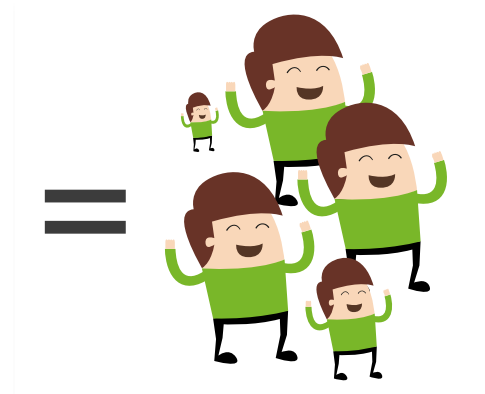
## And after Covid-19?

- Back to old times, or what?

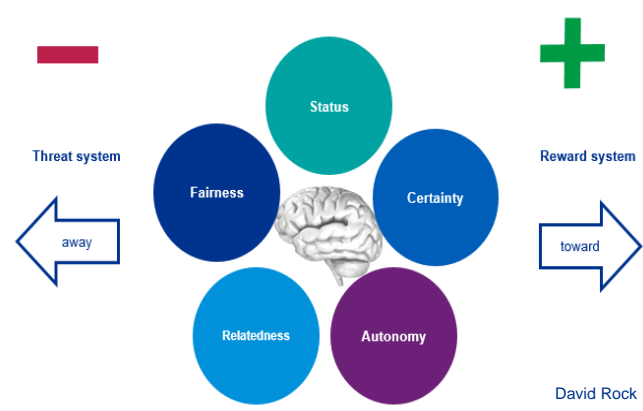


# The Human Factor

- From “the hated colleague” to “I am missing you”



SCARF Model



**Relatedness is one of our most important motivators in human brain!**

**Our recommendations**

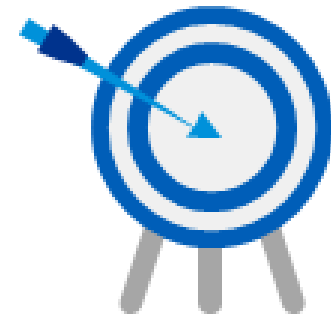
- ✓ Actively address loneliness and isolation
- ✓ Organize virtual social events with your team, e.g. virtual lunch dates, virtual team cooking, online wine or gin tastings .....
- ✓ Take some time to have a personal chat with your colleague.

# The Human Factor

## ■ *The importance of “social leadership”*

Leading  
in  
normal  
times

- SMART targets
- clear instructions & guidelines
- regular feedback on performance and behaviour to others
- NEW: regular „all-hands calls“ or „daily’s“ every morning



In remote times ?

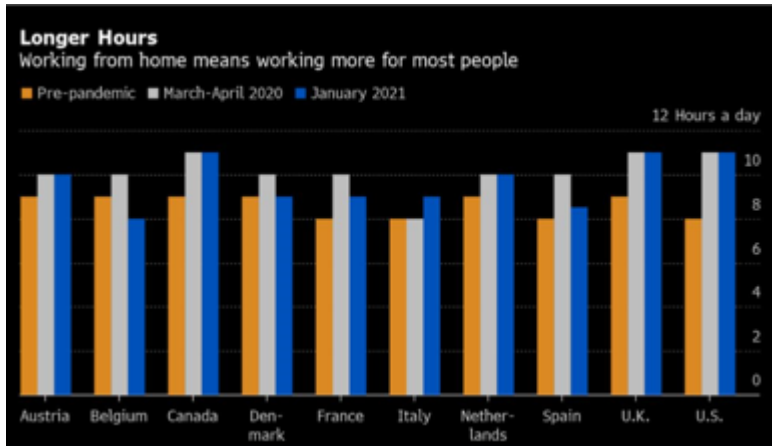


### Our recommendations

- ✓ **Mood Barometer:** regular monitoring of working space related “climate factors” (e.g. stress, frustration, conflicts)
- ✓ Create a **culture of trust** and proximity, give (even more) **support**
- ✓ Trust in **personal responsibility** to organize working processes
- ✓ **Don’t assume** to know what employees need, ask them ...
- ✓ Support **social interactions**

# The Work Frame

- ***“I am so tired” - why is “remote working” so exhausting***



Source: <https://www.bloomberg.com/news/articles/2021-02-02/remote-working-s-longer-hours-are-new-normal-for-many-chart>

The Unknown

- To get familiarized to new ways of working, is an energy consuming process.

The Failure

- New technologies or IT problems extremely stress our brain (again: very energy consuming).

The Fear

- We tend to work more, just for the sake of avoiding to disappoint our superiors or colleagues.

The Absence

- We do not plan enough breaks because of too many meetings and calls.

The Handling

- We haven't learned to deal with our **new self-responsibility** for a good working-recreation balance.

✓ **Our recommendation: Help your brain to save energy & recover from work!**

# The Work Frame

- *Pyjama code or business dress?*



## PRIMING



- From body language we know: inside-out & outside-in approach
- Body posture, facial expression etc. primes ... and so does our dress code
- pyjama-style **subconsciously primes** our brain to a private context
- Getting back to a business mood ... a very energy consuming process!



*The **priming process** occurs when mental representations of concepts are activated by a person's exposure to something that those concepts are related to. This activation influences how the person responds to the concepts—such as by making the response quicker.*

Psychology Today

## Our recommendations

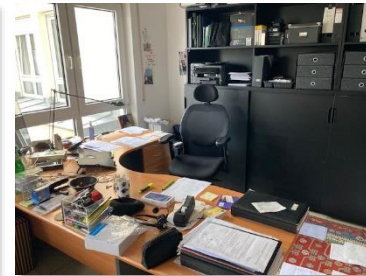
- ✓ Get prepared and dressed as if you were in a real working environment

# The Work Frame

- *Office desk or dining table?*

„Offices“ are more than just a working place - they coin our identity, they stamp our roots and mold our dreams!

Harvard Business Manager, „The New Work Lie“, Dec. 2020, p.58 (Gianpiero Petriglieri)



- Priming
- Identity workplaces
- Conditioning
- Security

## Our recommendations

- ✓ **Don't mix private and business life**, e.g. don't eat where you are working, don't work where you are enjoying your free time!
- ✓ Have a **dedicated space** only for work in your house or apartment
- ✓ Create a **business-like ambience** in this dedicated work space, with different furniture and setup, work-related gadgets and objects
- ✓ And, if possible .... When you stop working, **close the door behind you** (and keep it closed)



# The Work Frame

- *Mikki's favorite place: my laptop ...*



## The negative side ...

- Distraction & disturbance
- Perceived as unprofessional by others
- Danger of damage to laptop and documents



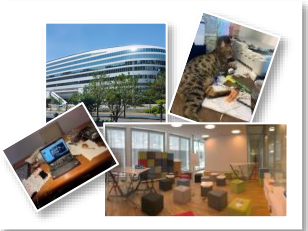
## The positive side ...

- Good feeling – greetings from Oxytocin
- Little pauses help your brain to relax
- Strong sympathy factor (at least for those who love animals 😊)



# And after Covid-19?

- *back to old times*
- *continue virtually*
- *or a combination of both?*



**Thank you  
very much  
for your  
attention!**

**First virtual ECG Alumni  
meeting**

**February 11, 2021**