



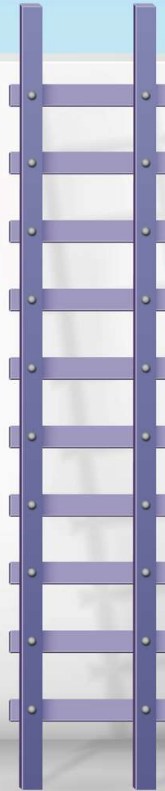
The Everywhere Workplace in a Never Normal World

Ira S Wolfe

WORK FROM ANYWHERE



Go to Menti.com, Enter Code 4831 5417



Your best possible life?

ARE YOU LIVING...?

Your worst possible life?

MARCH 2020

Back to Normal





BARCO
CTVM



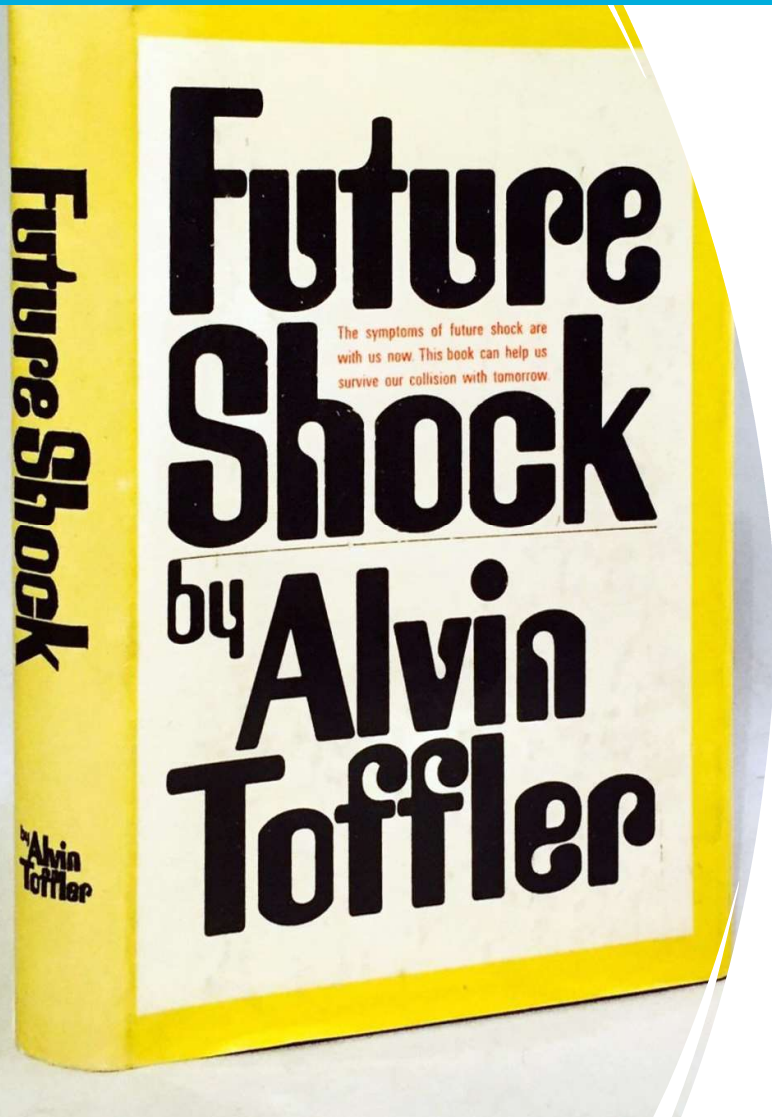
COMET

NEVER NORMAL

- The Great Resignation
- The Great Evaluation
- The Great Re-Evaluation
- The Great Renegotiation
- The Great Rethink
- The Great Re-Shuffle
- The Great Reset
- Quiet Quitting

Loading...

How did it get
to this?



The Premature Arrival of the Future!

“A certain psychological state of individuals and entire societies” caused by “the accelerated rate of technological and social change [that] leaves people disconnected and suffering from “shattering stress and disorientation.”



Structural
Unemployment

Everywhere Workplace

Emboldened Employees

PERFECT LABOR STORM



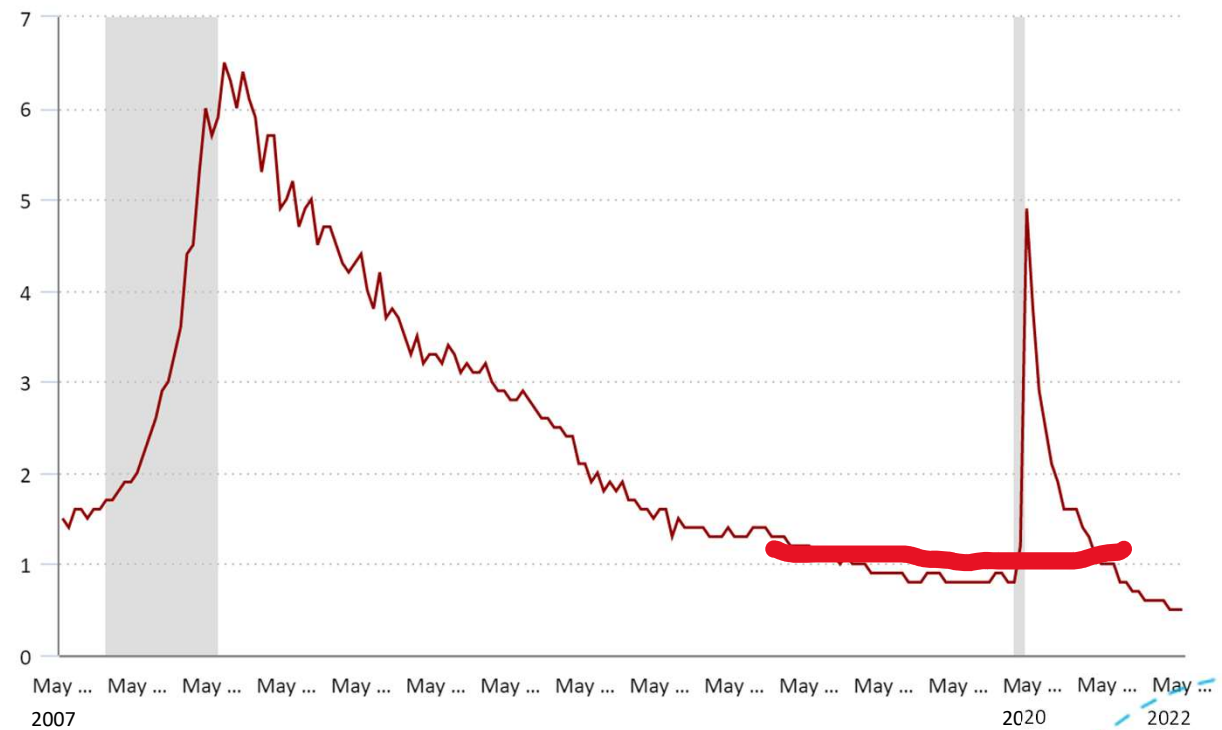
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UNEMPLOYMENT

Number of unemployed persons per job opening, seasonally adjusted

Click and drag within the chart to zoom in on time periods



Hover over chart to view data.

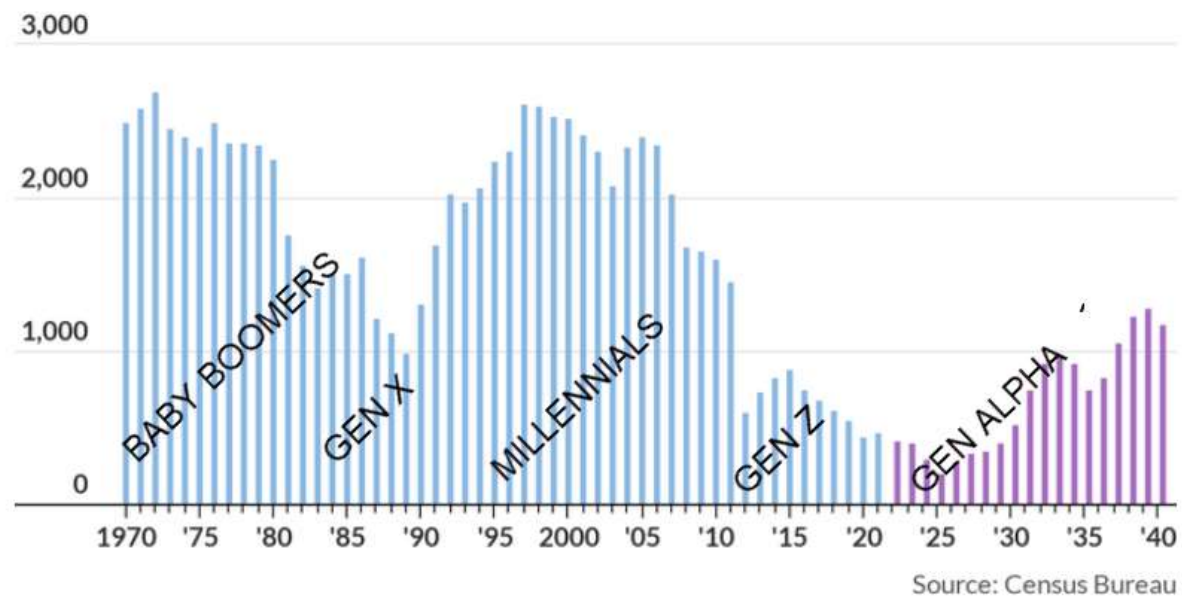
Note: Shaded area represents recession, as determined by the National Bureau of Economic Research.

Source: U.S. Bureau of Labor Statistics.

Labor shortage

Annual growth of working-age population (thousands)

■ Historic data ■ Census projections



The supply of workers is growing much slower than it was in the 1970s or 1990s. MARKETWATCH

Work from anywhere exploded.

Workplaces without borders became normal.

Physical proximity to jobs and even physical presence became optional.

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Everywhere Workplace

71% said they would prefer to work from anywhere, anytime more than get a promotion

13% want to go back to the office permanently

30% prefer to work from home permanently

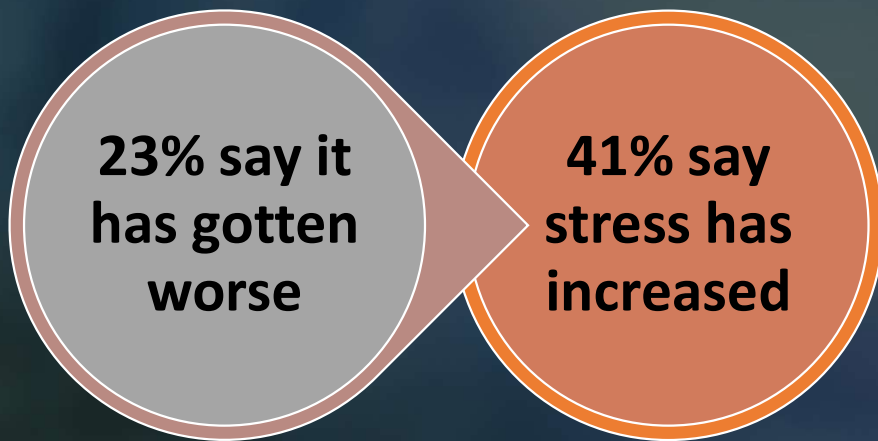
42% prefer hybrid

15% would like to work from anywhere

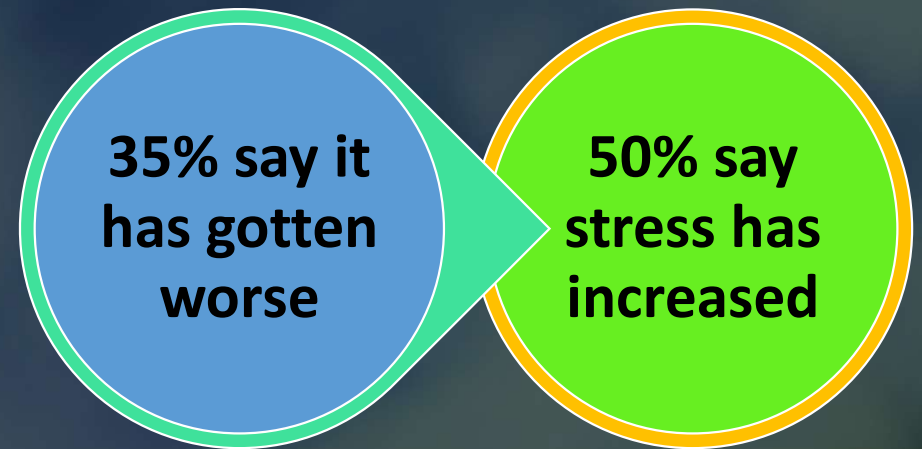


DOWNLOAD EVERYWHERE WORKPLACE REPORT <https://ivanti.social/fuq6ra> INTERVIEWS? 483-373-4300

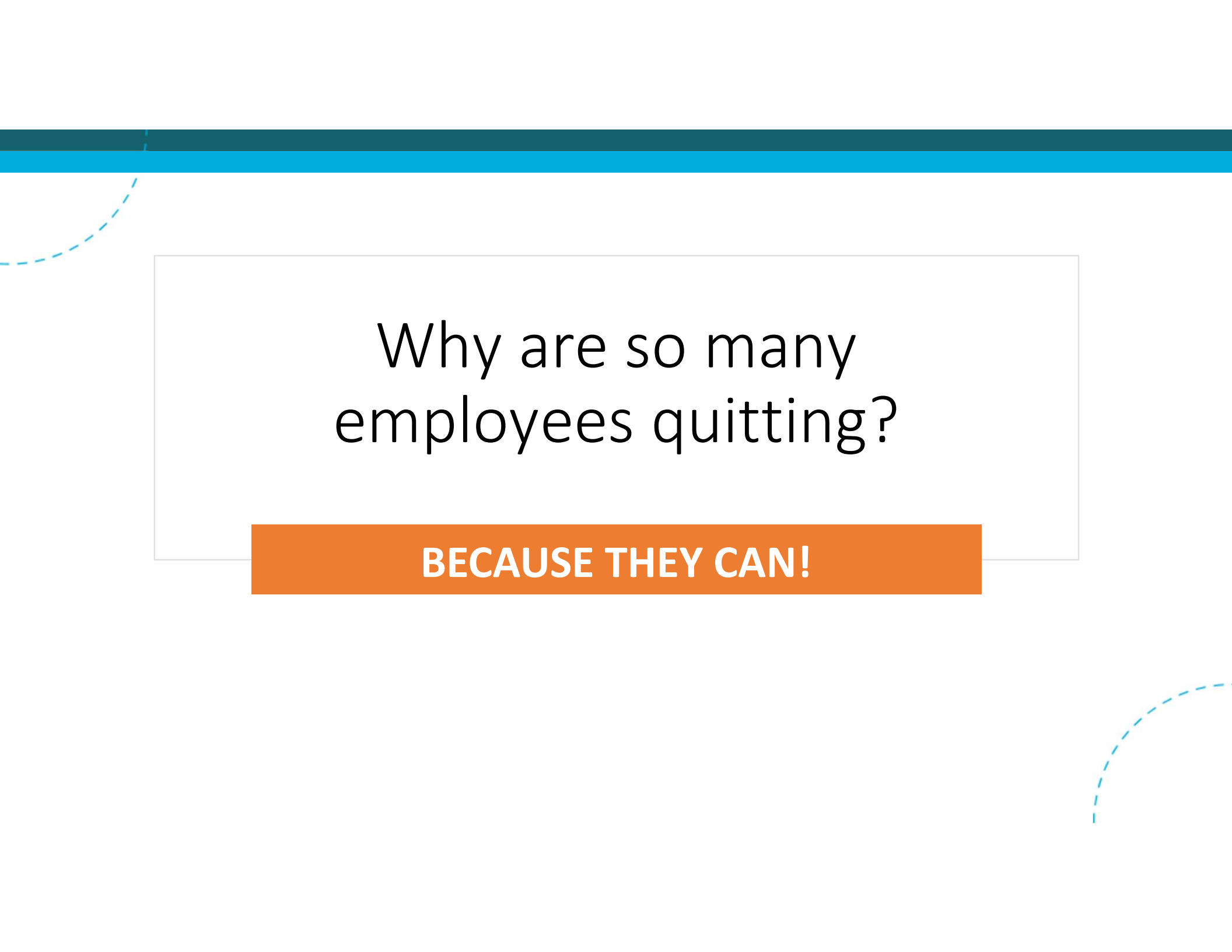
Workers Who Returned to the Office



Workers Who Never Left



The Associated Press-NORC Center for Public Affairs Research (April 2022)



Why are so many
employees quitting?

BECAUSE THEY CAN!

Why People Quit

Long Hours!



Unfair
Treatment



Source: Jon Clifton, Gallup

Why People Stay

- Work-Life Balance
- Recognition
- Strong Relationship with Manager



Why People Leave

- Career Progression
- Work-Life Balance
- Better Compensation

Source: Achievers.com

Top Predictors of Attrition During the Great Resignation

The authors analyzed the impact of more than 170 cultural topics on employee attrition in Culture 500 companies from April through September 2021. These five topics were the leading predictors of attrition. Each bar indicates the level of importance of each topic for attrition relative to employee compensation. A toxic culture is 10.4 times more likely to contribute to attrition than compensation.

← Importance relative to compensation →

Toxic corporate culture



10.4

RESIGNATION

RESIGNATION

RESIGNATION



9 Percent of employees are
both ***ENGAGED & THRIVING***

57 Percent of employees are
**NOT ENGAGED
& NOT THRIVING**

Source: Gallup 2022 State of the Workplace Report

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19% are miserable

57% not thriving-not engaged

60% emotionally detached

Daily Negative Emotions

DAILY WORRY

40%

DAILY STRESS


44%

DAILY ANGER

21%

DAILY SADNESS

23%



1 in 4 U.S. employees

25% of CXOs

20% of organizations

6X more likely

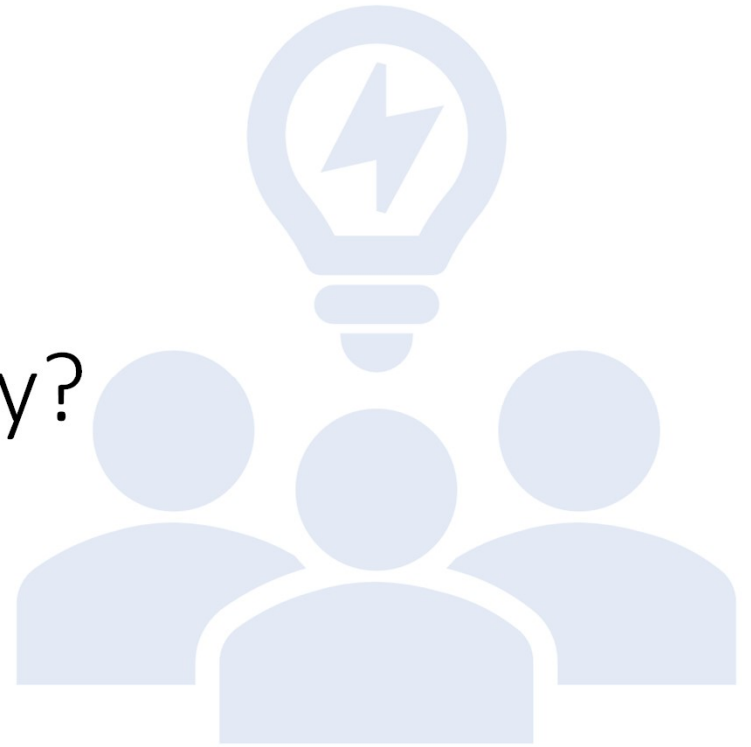
\$322 Billion



The way many companies have treated employees and responded to workforce trends has been a dumpster fire.

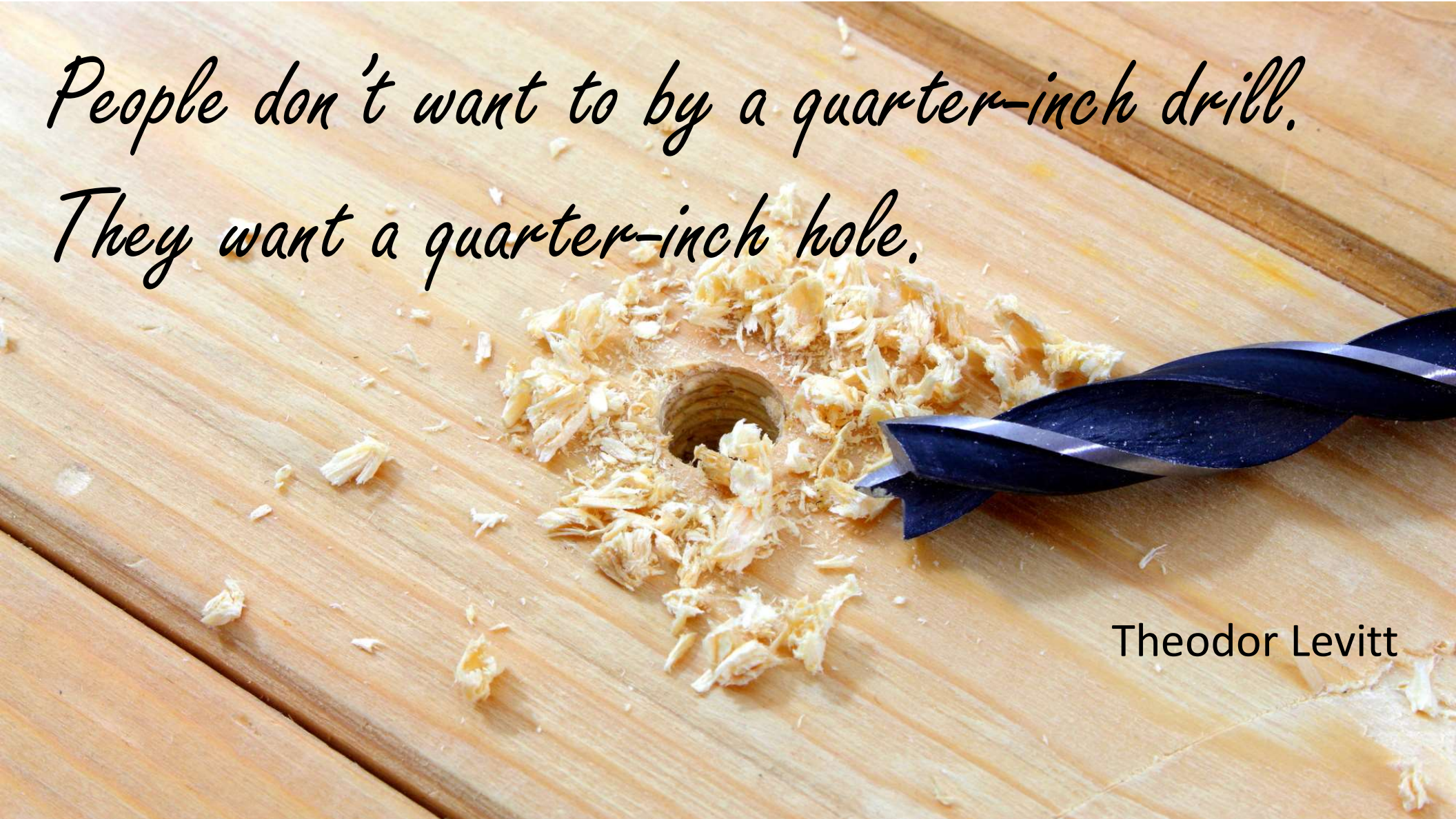


What Can You Do in
Your Organization to
Think About
Employees Differently?



*People don't want to buy a quarter-inch drill.
They want a quarter-inch hole.*

Theodor Levitt





COMPANY CULTURE



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COMPANY CULTURE



EMPLOYEE EXPERIENCE

Respectful
Teamwork
Challenging Positive
Motivating Rewarding
Transparent Fun Friendly
Trustworthy Collaborative Exciting
Innovative Engaging Caring
Comfortable Supportive
Flexible

CONNECTION TO SELF



Does the organization help support employee personal values and their WHY, their purpose, their dreams, and their ability to live the best possible life?

CONNECTION TO OTHERS



Do employees feel like others support and appreciate their WHY and that they feel part of a cohesive team that creates and sustains healthy relationships?

CONNECTION TO ROLE



Does the organization support employees and help them discover their HOW, in order to fulfill their ideal role for their unique talents and strengths?

CONNECTION TO ORGANIZATION



Do employees feel that management and other stakeholders value WHAT they do in their pursuit of being part of something bigger than themselves?





DISCOVER YOUR WHY



<https://discover.whyinstitute.com/join-by-qr/WHY/1667275141-662009>

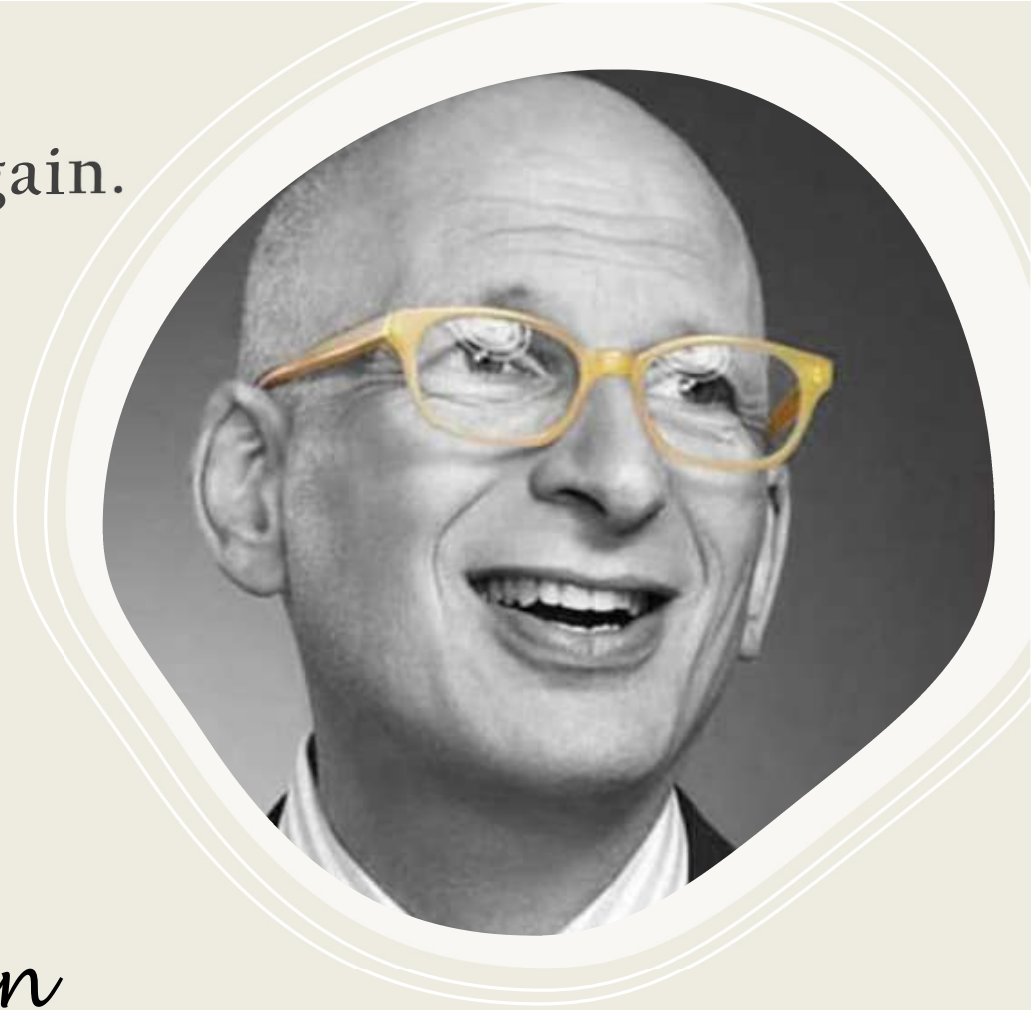


You don't get tomorrow over again.

The chance to build something
you're proud of is a privilege.

Ignoring it would be a shame.

Seth Godin



AVAILABLE OCTOBER 11



irawolfe.com/create-great-culture

CREATE GREAT CULTURE *in a* REMOTE WORLD

How teams are thriving at
work without being in person



IRA WOLFE

POISED FOR THE FUTURE COMPANY

*Millennial Trapped in a **Baby Boomer** Body*

Top 5 Future of Work Global Thought Leader





rebrand.ly/gggshow

