

Task 1: The strategy meeting

Fictional framework

...Noah speaks up at some point and says, 'I think I see the problem. Our structures are simply too rigid. We need to work more in a more agile way.' Everyone else is looking around the room and nodding in agreement. Karolina considers this. Eventually, she says, 'Okay, Noah, you take the lead. Put together a project team and draft a list of changes we should implement.'

Noah is a little surprised at first, but then quickly gets to work. Over the past few weeks, he has heard quite a few complaints about what could be done better in the company. The challenge now is how he can flesh out these points and present them to Karolina.“

Your task as a group is now to support Noah in his task by designing a table for Noah that will make it easier for him to identify which parts of the company need to become more agile. The table you design does not have to be based on the fictional framework. List the problems and solutions you learned about in “Module 1: Impact on the Organization” and any other points you may have researched. The list should consist of at least 3 columns:

The **problem column** should identify problems that can arise in “old companies.” The **solution column** should suggest a New Work alternative, and the **implementation column** should suggest as to what this alternative could look like or how it could be implemented.

Here you can see an example. You can use this and continue further. Fill in at least 5 more lines and make sure you refer back to the theory. See task description, page 2 →

Problem	Solution	Implementation
Workplace design: Traditional organizations often have only one form of work design: location- and time-bound. However, stationery and mobile work types are more productive in different work environments (Jurecic, 2018). Restrictions lead to a loss of productivity.	Flexible working arrangements should instead focus on individual human interests (Gratton, 2020).	Depending on the organization, different models may be appropriate. Option 1: Employees must work at their place of work, but can organize their time flexibly. Option 2: Employees have fixed working hours, but are free to choose where they work. Option 3: Working hours and place of work are flexible.

Quellen:

- Gratton, L. (2021). How to do hybrid right. *Harvard Business Review*, 99(3), 65-74.
- Jurecic, M. (2018). Gut zu wissen: die Wirkung von Büroumgebungen auf unterschiedliche Arbeitstypen. In *Zukunft der Arbeit–Perspektive Mensch* (pp. 315-324). Springer Gabler, Wiesbaden.

Assignment

1. Define the term “New Work.”
2. Create a table in which you identify at least 6 problems of rigid organizations, New Work solutions/alternatives, and suggestions for implementing these alternatives.

Further information:

- a. This assignment must be completed as a group.
- b. The assignment should be approximately 1-2 A4 pages long.
- c. Please ensure that you use APA citation style.