

ROWE:

The Future of the Workplace and the Results-Only Work Environment

When it comes to the future of your workforce, there's no question that shifting to a Results-Only Work Environment helps companies drive business results.

ROWE workplaces have proven to increase in productivity by 41% in comparison to those work environments who recognize and reward presence over results. The workforce, occupied primarily by Gen X and Gen Y employees, needs to feel engaged to be invested in their work.

The concept of ROWE is an engagement solution that doesn't just support work-life balance—it supports work-life blend. Command and control environments actively disengage employees and the workplace has evolved beyond a “flexible” mentality. Today's employee needs their results to be managed, not their flexibility.

Adopting a ROWE solution in your workplace calls for focused conversations around expectations, followed by recognition and rewards for the desired outcomes, where the best performers serve as models to the workforce of what constitutes success. Today is the day to start changing your workplace.

Effectively Enable ROWE In Your Business:

1. Focus on Outcomes and the Right Activities.

There is a direct correlation between hard work and results, but effort alone is not what should be celebrated. Celebrate the results that effort drives.

2. Listen for Sludge and Call It Out.

Companies who move to a ROWE immediately notice change because employees are stimulated beyond base needs. Take action on poor results and know that these individuals would not be performing in a non-ROWE environment as well.

3. Focus Conversations on Results.

Today, many people work in a flexible work environment, but flexibility still incorporates an element of control. Enable a ROWE environment and ensure both parties are aligned to the expected results.

4. Validate it with Rewards & Recognition.

Employers who recognize and reward the employees who come in first and leave last are operating on a false sense of security. Formally recognize and reward your top employees and show your workforce the fruits of driving results.

5. Don't Micromanage, Motivate.

In ROWE environments, productivity has been proven to increase. Infusing your workforce with autonomy and accountability are two critical factors to an engaged workforce. Shift a parent-child relationship you have with employees to a partnership.



Watch the full webcast to learn more

<http://go.achievers.com/WebcastContent-FutureoftheWorkplace.html>



Achievers (formerly I Love Rewards) is passionate about employee rewards and Social Recognition. Our software helps engage employees and inspire performance globally. Achievers' customers include Deloitte, 3M and Microsoft.