

ONGOING FOCUS ON
EMPLOYEE EXPERIENCE
(DE&I, WELLBEING,
FLEXIBLE WORKING)

- Employee experience continues to be a key focus area:
 - **Wellbeing:** *Proactive* rest to help employees maintain their emotional resilience and performance, rather than offering rest as a recovery solution after both have plummeted (e.g. proactive time off before high-demand working periods, no-meeting Fridays, allotted wellness time). Better manager training on support & in-house coaches.
 - **Flexible / autonomous working:** ongoing efforts to embed while maintaining community / relationships and being equitable
 - **DE&I:** progress and address the hidden resistance
 - **Purpose & shared values:** being clearer on the organisations wider purpose to society, and linking personal value to company values.
- Gartner: [Employees Seek Personal Value and Purpose at Work](#)
- Harvard Business Review: [Forget Flexibility. Your Employees Want Autonomy.](#)
- Gartner: [9 Future of Work Trends for 2023](#)