

UKNOF48 - WFH is a nice idea

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Cathy Almond
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<https://www.isc.org>



Working From Home...

- What changed in 2020/2021 for those already WFH?
- Challenges/pluses for those newly in this situation



Culture and tools



Photo by [Elena Rouame](#) on [Unsplash](#)

- “I was used to being able to walk around to another desk and say ‘I need to talk to you about...’”
- “Lots of my coworkers were not used to working from home at all.”
- “The remote meetings we have here are pretty good, but there are still challenges, like how to 'catch an eye' to get a word in.”
- “Nothing is quite the same as having a bunch of people in the same space together.”
- It’s about having the right tools...
- .. and about how you use them



ETOOMANYMEETINGS



Photo by [Chris Montgomery](#) on [Unsplash](#)

- “Biggest issue I could see was just lack of communication in IM; my manager started scheduling insane amounts of meetings (I think) as a result, so we'd all sit around on zoom wasting time for hours out of the day.”
- “We were brought into other meetings that we wouldn't have been invited into otherwise (for example, would have happened without me, and a question asked in email afterwards).”
- “We were already reliant on teams, we had kinda been drifting towards that. Other areas of the business were different and when forced into no in-person interaction, the number of meetings increased.”



Work vs. household



Photo by [Ferenc Horvath](#) on [Unsplash](#)

- “I like to have a dedicated work space”
- “I’m not good at working in an office, have tried working at a desk, behind a closed door ... just work with laptop and sofa ...”
- “Needing to go to somewhere private in order to be heard - that isn't any different between WFH and pandemic”
- ENOMOREROOMS



All by myself...



Photo by [Jan Zikán](#) on [Unsplash](#)

- “Being able to chat with people you happen to meet while getting coffee, food, or just in the corridor - not just work-related, but interacting with other humans.”
- “I honestly haven't gotten out as much as I'd like since COVID struck.”
- “Social interactions with colleagues? Of necessity at ISC, all happens online.”
- ENOHUGS



Work/life balance



Photo by [Patrick Fore](#) on [Unsplash](#)

- “Work life balance is different because ISC is not UK-based - things are going on all around the clock.”
- “It's challenging - (some) meetings are out of hours; how to switch off - how not to want to know what's going on when I'm not there.”
- “Not having the journey to and from an office means I can spend more time doing my own things.”
- ETOOMANYHOURS



What has been learned?

Future challenges

- Work-life balance: “Portugal bans bosses texting staff after-hours” <https://www.bbc.co.uk/news/business-59263300>
- Inclusive culture?: “Women warned home working may harm their careers” <https://www.bbc.co.uk/news/business-59244992>
- Diversity challenges: “Minority staff want to spend more time working from home” <https://www.ft.com/content/0049bea8-2d5a-42f4-9ac6-cc79402a7bb9>
- ...

Thank you!

