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Subject: Week 141 Learnings - Rethinking working from Home

Dear All

Work from home, work from office, work from anywhere are the hot topics of discussion in every company , every magazine. I am summarizing all that I have read with my own interpretation of the topic.

1. What do Hugh Hefner, Richard Branson and Amazon star engineer James Hamilton have in common? They never went to an office, they only worked form home!
2. All of us have worked from home for the last six months. Some of us have enjoyed it, some haven't.
3. Before the pandemic, less than 5 % of people in the US, India and Japan worked from home. Now it is expected to be at least 25 % next year. People in japan and India pride themselves as hard workers and don't go home on time. The worth of your role in a company in japan is how late you come home!!
4. Today companies want employees to get back to work and employees are considering the risk reward ratio. Bloomberg in London is offering employees \$75 per day to come to work since in that business, they need some critical employees at work. Governments in many countries are asking their bureaucrats and officials to come back to the office.
5. What have been the most painful part of going to office ? In the large cities, it has been the commute. In Mumbai, it is normal for people to travel two hours up and two hours down. There are many who come by the Deccan Queen train from Pune to work in Mumbai. Second has been the endless and boring meetings and third has been painful colleagues at work. With work from home, all three issues have been resolved.
6. After the pandemic, data shows that meetings are taking 20 % less time , however, the average work from home day has extended by 50 minutes compared to a work from office day.
7. Previous studies showed that the BPO industry had better productivity when the call center employees worked from home, especially the night shift. Women have found the work from home particularly tough this time because they have had to manage the office work, the house work and the kids studies. The added challenged of kids studies is new.
8. Why didn't this happen before, i.e. wfh? People believe that it didn't happen before because the eco system didn't all go into it together unlike now. Today, suppliers, employees and customers are all working from home. It would have been difficult for any one group to work from home when the others were working from office.
9. I think as and when work from home becomes more of a practice, then the design of the house will change to accommodate a work space. Most people used the dining table as an office table in the last six months, I think that will change , much like open kitchens leading to the dining room has become the norm today in every new house.
10. I think we will see new policies, will companies pay their employees for the air conditioning in summer and the heater in winters if they work from home? I think we will see new policies like , assemble for a day a month at work, like an all hands meeting and then people will go back and work from home. How we treat remote workers will become a manual in itself.

This work from home concept will be discussed for some time now.

I am sure you have your own view of it, feedback welcome

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