



5x5 Future of finance series: Insights and actions

The constant workplace evolution



From fax machines to email, desktop computers to laptops, and on-premises systems to cloud-based solutions, technology has played an integral part in workplace evolution, challenging the necessity of when and where individuals work. Even prior to the COVID-19 pandemic, survey results¹ indicated that technology, synergized with unique company cultures, fosters a workplace of the future that encompasses more flexible work arrangements, which includes flexible career paths and rotational programs; flexible or remote working environments; and flexible working hours. Flexible work arrangement strategies can help to access, curate, engage, and develop top talent. This quick summary provides some business insights and actions you can take today on the workplace of the future.

5 insights you should know

Flexible career paths can improve collaboration as a business partner and anticipation of other businesses' needs.

Flexible working hours promote improved work-life balance, which can build company loyalty and spark employee engagement.

Flexible or remote working environments reduces employee commute time, gas emissions, office waste, and location dependence.

Hybrid (virtual and physical) workplace models may become challenging for assessing performance across all employees equally.

Evolving workplaces are necessitating **digital platforms and collaboration tools** that enable functions to work more effectively and efficiently.

5 actions to take now

1 **Execute a one-to-two-year rotational program** for professionals to gain more exposure and experience the multiple facets of the business.

2 **Encourage unconventional hours and flexibility**, or consider implementing programs like 9/80 work schedules or summer Fridays.

3 **Establish boundaries and expectations with employees** to optimize productivity with flexible work arrangements and better prepare for adapting environments in times of uncertainty.

4 **Integrate diversity, equity, and inclusion** considerations into hybrid workplace models to ensure employees have equal opportunities, are treated fairly, and are appropriately assessed.

5 Implement appropriate collaboration tools while **developing soft skills and nonverbal communication skills** to encourage more effective discussions in digital or hybrid work environments.

For more information, or to explore insights from the survey with the Center for Controllanship™ and Institute of Management Accountants (IMA®), visit [From mirage to reality: Bringing finance into focus in a digital world](#).

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¹ IMA and Deloitte report: [From mirage to reality: Bringing finance into focus in a digital world](#)

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