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"In a sea of uninformed opinions about remote and hybrid work, this book is a life raft. Two experts examine what the evidence actually shows about flexible work arrangements—and explore what it takes to get people across levels on the same page." Adam Grant, #1 New York Times bestselling author of THINK AGAIN and host of the TED podcast Re:Thinking "This book is an invaluable resource for fostering alignment, engagement, and success in today's ever-evolving workplace." Johnny C. Taylor, Jr., President and CEO, SHRM "The New Workplace is an essential guide to understanding the dynamics of today's evolving work landscape." Jenni Hipwell, VP of People and Culture, Zirous "A unique resource for university career centers as they work with companies and graduates to maximize success in finding employees and jobs that fit." Joyce E. Bono, Ph.D., W. A. McGriff Professor of Management, University of Florida The pandemic forced work to shift from the office to the home. As we navigate this new normal, organizations must decide on their post-pandemic workplace strategy: remote-first, office-forward, or hybrid. Meanwhile, employees have also developed preferences, whether working from home, the office, or a combination of both. Through in-depth interviews with employees and executives, the authors identify nine distinct employee personas and present findings about their demographics, behaviors, attitudes, and motivations. Leaders will learn how to engage employees whose work preferences may or may not align with the strategy of the organization, and employees will learn to understand their own preferences as well as those of their colleagues. Whether you are looking to identify which employee personas fit best within your company, understand the personas on your team, explore how different personas interact, or assess the costs of misalignment, this book is an essential resource on balancing organizational strategy and employee well-being. Radostina (Ina) Purvanova is Professor of Organizational Leadership in the Zimpleman College of Business at Drake University. She researched virtual work, flexible work practices, and leadership, and provides consulting, training and development around these topics. Alanah Mitchell is the Aliber Distinguished Professor of Information Systems in the Zimpleman College of Business at Drake University. Her research, teaching, and consulting focus on the design, implementation, and use of information and communication technologies for collaboration. .

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