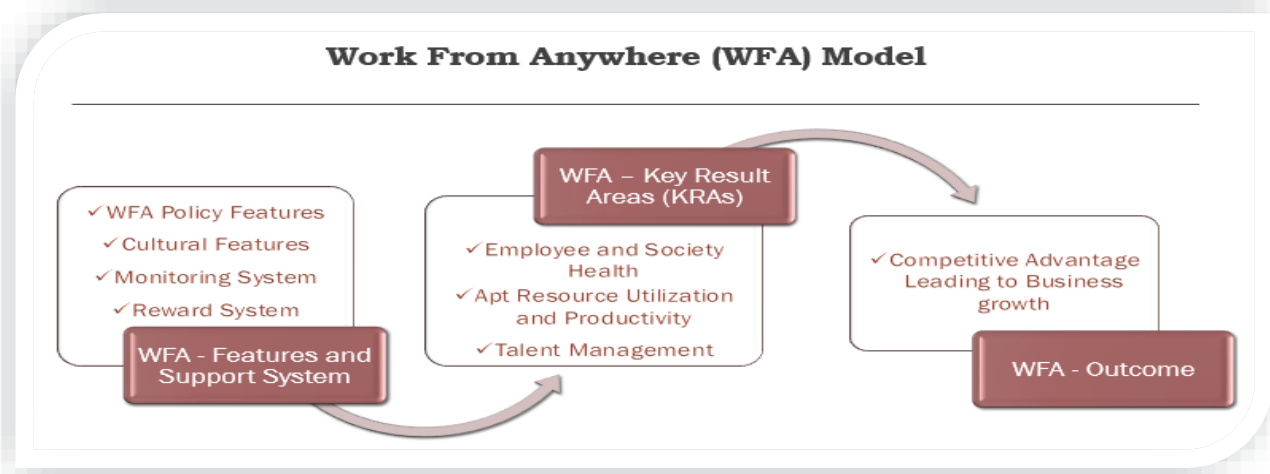




Work from Anywhere Model and Policy Document Features

Name: Dr. Dhruva Bhatia



Policy Document features

Work From Anywhere - Features and Support System

WFA Policy Features	Cultural Features	Monitoring System	Reward System
<ul style="list-style-type: none"> 48 hrs per week Combination of work patterns (WFO, WFH, flexi timings, WOH) Fortnightly manager / team leader feedback Weekly deadlines met – major criteria in appraisal Bi-monthly appraisal Strict action guidelines for non-performers 	<ul style="list-style-type: none"> Authentic behavior of employees Trust by team leaders/managers Communication Transparency 	<ul style="list-style-type: none"> Leadership expertise to identify authenticity Hot stove rule Progressive discipline 	<ul style="list-style-type: none"> Monthly 'TRUST' Reward (Truthful, Reliable, Understanding, Sustainable, Talented) Monthly 'Shining Team Leader' Award Department wise yearly 'TRUST Par Excellence' Award Yearly 'Leadership Expertise' Award

Work from Anywhere - KRAs

Health	Apt Resource Utilization and Productivity	Talent Management
<ul style="list-style-type: none"> Physical Health Mental Health Emotional Health Society Health 	<ul style="list-style-type: none"> Reduced Wastage Enhanced Creativity Enhanced Quality Enhanced Quantity 	<ul style="list-style-type: none"> Enhanced talent attraction Feasibility for self development Enhanced morale Improved work life balance Employee happiness Employee Loyalty

Work from Anywhere - Outcome

Competitive advantage Leading to Business growth
<ul style="list-style-type: none"> Increased customer base Brand Image Talent Management Expansion possibilities