

APRIL 30, 2020  
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VIRTUAL WORK  
REMOTE WORK

WHAT WILL IT LOOK LIKE WHEN WE START TO 'GO BACK' TO OFFICES?

LEADERS NEED TO MODEL BEHAVIOR

LIKELY MIXED - SOME AT HOME, SOME IN OFFICE  
WILL THE HOME STILL HAVE A PLACE IN THE OFFICE?

CAN UNDERSTAND WHO A COWORKER IS (RELATIONAL PARTICULARS)

CAN PREDICT HOW AND WHEN THEY WILL INTERACT (TEMPORAL RHYTHM)

WORKING REMOTELY

POTENTIALLY IMPACTS MUTUAL AVAILABILITY AND RESPONSIVENESS

REDUCES SOCIAL PRESENCE AND CONTEXT CUES

CHANGES THE NATURE OF SHARED EXPERIENCES



TRUST and FRIENDSHIPS

RELATIONAL CADENCE

the extent to which employees perceive convergence in the patterns of interaction

WORK RELATED

FRIENDSHIP RELATED

← ENHANCES →

IMPORTANCE of MANAGERIAL STAGE SETTING

UNDERSTANDING WORK RELATED CADENCE POTENTIAL

CULTIVATING WORK-RELATED CADENCE

WORK-ONLY CADENCE

MULTIPLEX CADENCE

UNDERSTANDING FRIENDSHIP-RELATED CADENCE POTENTIAL

CULTIVATING FRIENDSHIP-RELATED CADENCE

FRIENDSHIP-ONLY CADENCE