Let it go, let it go...

commuting, impact is i'm lazy

We have also stopped a lot of the the office politics, at least in our area, which is great!! The impact is better wellbeing, better team morale.

We need to be clear in the expectations when working from home and which job roles this does / does not apply to. Lack of clarity produces tensions between teams and team members.

Have stopped going in the office 5 days a week but shown staff are still be highly productive Stopped continuous printing - saved paper and helped towards sustanability

It is difficult to find the balance of keeping in touch with colleagues that don't directly work with you but work in the same office. It doesn't feel as natural to have to plan in a zoom lunch chat as just having a conversation in the kitchen

In our team we have stopped believing that we can only be effective if we are in the office - hopefully presenteeism is an idea which has now completely been put to bed! The impact was an increased feeling of trust/empowerment

Travelling to work everyday! So much more time and energy can now be spent on working = more productivity, and most of us love our new work life balance.

Being slow at rolling out developments such as Teams!

Line managers are cited as being inconsistent. This feedback whilst potentially fair may also be down to a lack of preparedness of the organisation in home working. Don't blame line managers for this.

Let it go, let it go...

We stopped doing face-to-face student briefings which were part of a suite of preparatory pre-departure sessions for students going abroad. These were conducted by webinar instead, with improved attendance recorded.

We stopped having face-to-face 1-2-1 support meetings with students in our caseload on the International Exchange Programme and offered Zoom/Teams meetings instead, which resulted in greater student interaction.

stopped being tied to physical enquiry desk 9-5 5 days a week. This has given staff the opportunity to manage their work more flexibly and get involved in work that cant be done on a student facing desk

Stopped believing that have to be in the office to be working

Having multiple meetings - reduced zoom/virtual meeting burn out

Stop having the rigid timeframes for none-front line services. So that, you could work 9-5pm one day, and then the next work 11 - 3pm and 5 - 7pm. To enable you to rest, go for a walk, speak with some friends or take some time away from your desk.

It doesn't feel that much has actually been stopped, more processes have become a little bit more long-winded as permissions are needed.

The social aspects of the office have stopped which is a great shame, it's harder to have informal conversations with people therefore difficult to judge how people are.

Less informal resolution of issues, meaning these can fester and blow up, out of proportion in a remote setting.

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Let it go, let it go...

Stopped commuting, with positive and negative impact. Good for finances, time management and environment but lost the 'decompression' time, meaning the work/ life separation can be difficult to manage.

Having to be physically in the office 5 days a week means reduced stress due to lack of commute

delivering the same content several times across campus, this has made my delivery online more efficient and better use of my time

Printing documents - especially where signatures are required (use email as confirmation).

We've stopped, to some extent, going through multiple layers of discussion/consultation and decision making, so that decisions on policy changes, etc. have been able to take place a lot quicker and more efficiently.

Monitoring salaried staff for every minute of the day ("if you arrive 10 minutes late you have to stay 10 minutes at the end of the day to make it up"). Looking at outcomes is better than monitoring whether the take an extra 5 mins at lunch

(In most cases) letting meetings drag on. This feels more efficient as meetings are focussed on Zoom, then we move on.