

Emphasize work-life balance for your teams

Article

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Nine Leadership Lessons 2020 Gave Us

The future of work is upon us. The good news for managers is that people have never worked harder: Productivity is reaching unprecedented levels, caused by the en masse transition of work from offices to homes. The bad news is that mental well-being is suffering as a result: 94% of employees have experienced stress within the past 12 months. So it's time for managers to take a cue from Microsoft and better structure the work-life boundaries of their teams, such as no meetings on Mondays and Fridays, and no emails after work, which France implemented back in 2017. Placing bookends to the workday like these can significantly improve employee satisfaction and, given that the average person will spend a third of their life working, is paramount to employee well-being during 2021 and beyond.

— **Ben Laker**, professor of leadership at Henley Business School at the University of Reading, and coauthor of "How Leading Companies Are Innovating Remotely"