

Thank God it's Monday:  
How to create the best place in the world to work.

With Dr Amantha Imber



Think about the worst workplace you ever worked in. What made it so bad?



A decorative graphic consisting of seven circles of varying sizes and colors (orange, teal, green) arranged in a cluster above the word 'inventium'.

**inventium**

FINANCIAL REVIEW BOSS

**BEST** PLACES  
TO WORK



**inventium**

Nearly 85% of employees worldwide are not engaged or are actively disengaged.

In Australia, only 14% of workers are engaged.

But it doesn't have to be that way...

Think about the BEST workplace you ever worked in. What made it so great?

What can you do to create the best workplace  
in the universe?

POLL: Do employees at your organisation have control over the hours they choose to work?

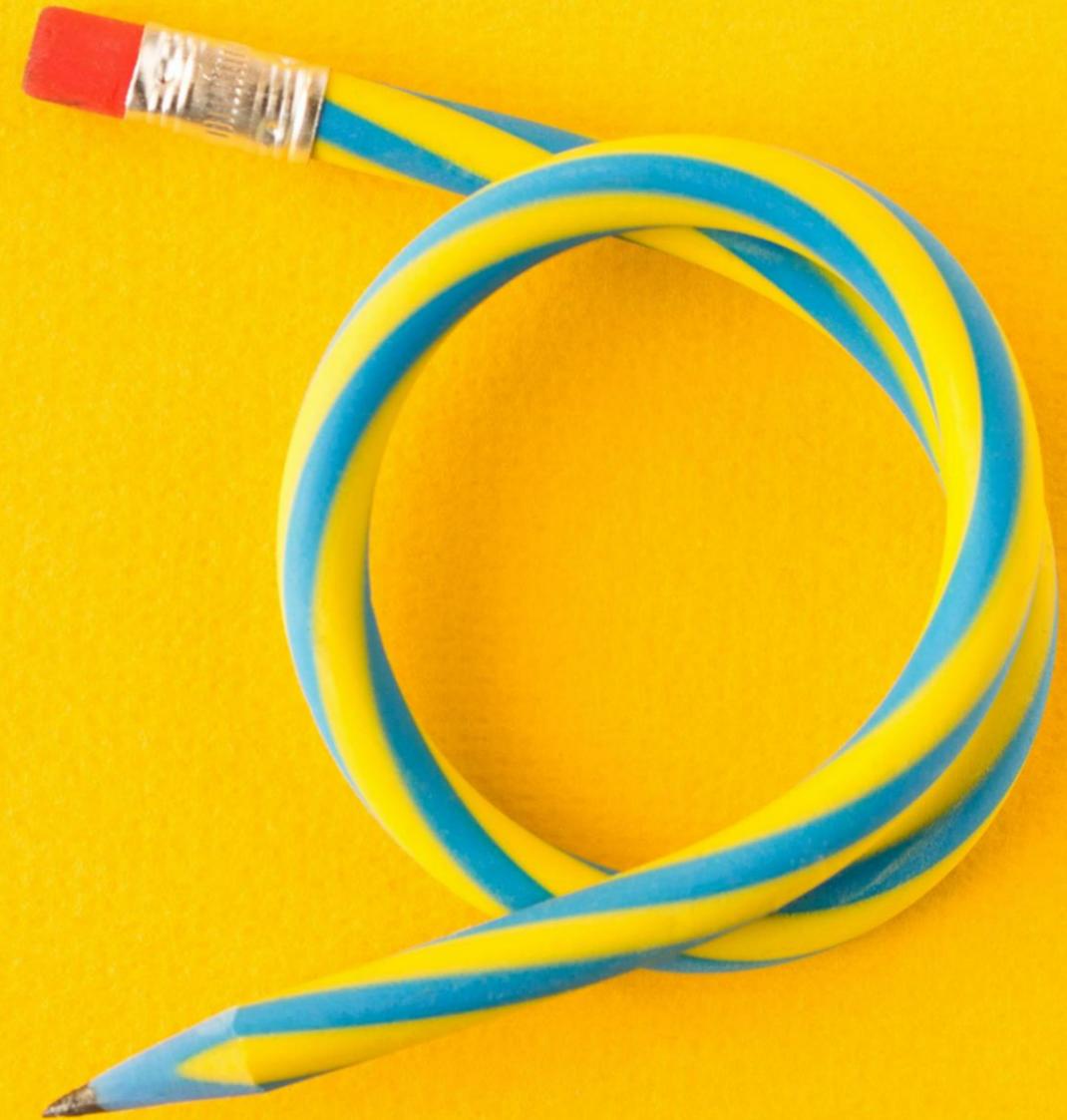
a) Yes, absolutely. Hours worked are not monitored at all.

b) To a certain extent. Employees are encouraged to work flexible hours, but it's not clear how many people actually do.

c) Not really. Employees are allowed to adjust their working hours on an as-needed basis OR adjustments must be formally approved.

d) No, not at all. We have maintained the standard working hours.

1. Make flexibility  
flexible





# How Inventium makes unlimited annual leave work

**Amantha Imber**

Updated Aug 3, 2016 - 10.04am,  
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Back in 2010, Netflix announced a new HR policy that made headlines around the world: it was giving all staff [unlimited holiday leave](#). Since this announcement was made, about 1 per cent of companies in the US have adopted similar policies, including companies such as [Virgin Group](#) and [LinkedIn](#).

2. Be clear on your intent, as opposed to your policy.



What is something that frustrates you about your workplace?

(type your response in the chat box)

### 3. Remove friction from employee's lives



Think back to your first performance review.  
Did it have a positive, negative or no effect on  
your performance? Why?  
(type your response in the chat box)

Only 14% of employees strongly agreed that their performance reviews influenced them to improve their performance.



4. Outsource  
performance reviews...

...to your  
employees



Get employees to set their own performance goals.

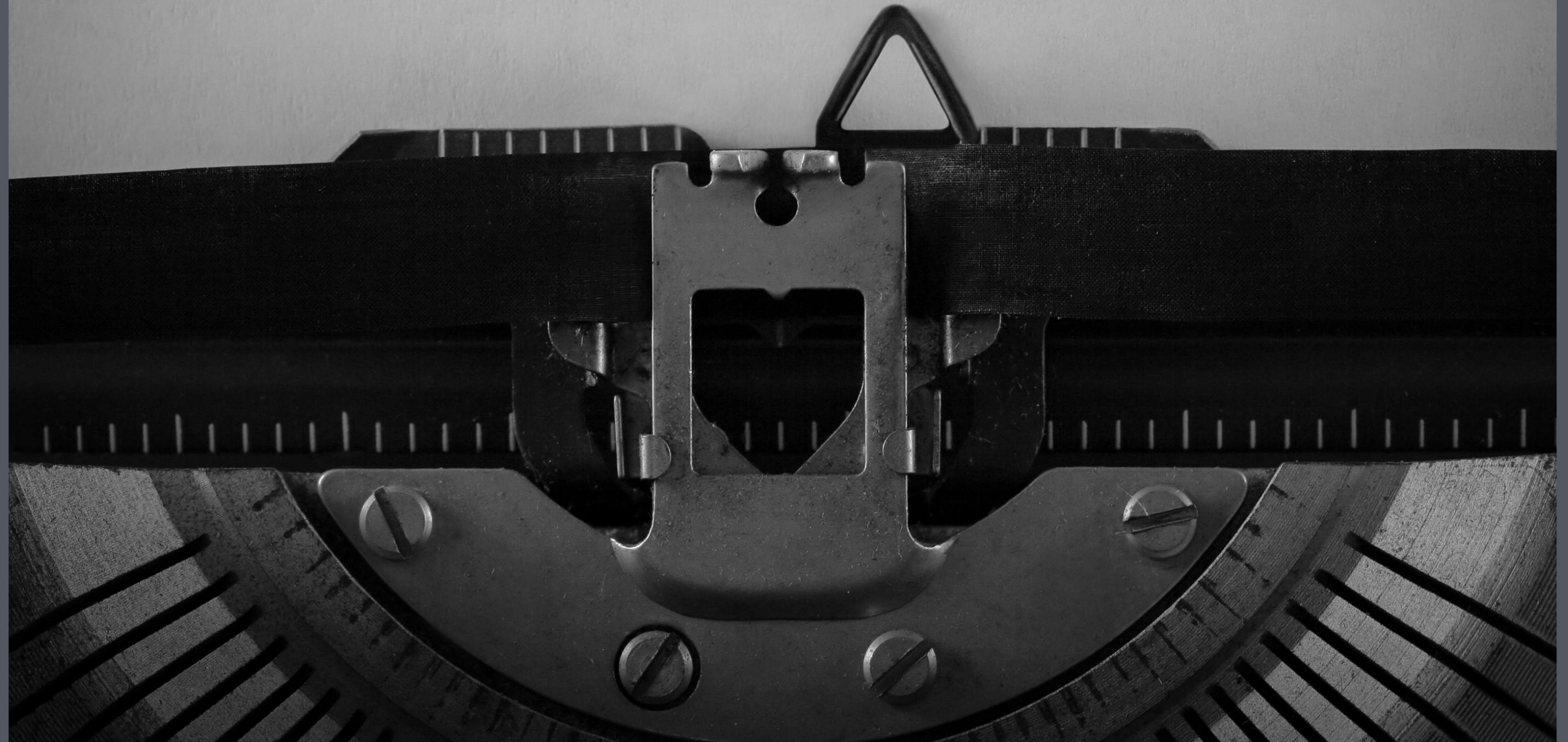
Encourage self-reflection.

Have regular touchpoints.



“Your evaluation is based on the next 30 seconds. Go!”

Letter of Resignation



5. Don't let people loiter.

**NO LOITERING**

POLL: What percentage of time spent at work are you highly productive?

a) 20%

b) 21-40%

c) 41-60%

d) 61-80%

e) 81-100%



**finance** work > at work

# My team works a four-day week on full pay and it's the best gift a boss can give

A year ago a Melbourne boss made a radical decision to overhaul her team's work-life balance and the change has been immense.

Dr Amantha Imber

6. By constraining time, you'll use it more wisely.



7. Employ adults, and treat them as such.



1. Make flexibility flexible
2. Be clear on your intent, as opposed to your policy.
3. Remove friction from employee's lives
4. Outsource performance reviews... to your employees
5. Don't let people loiter.
6. Stop wasting time by setting constraints
7. Employ adults, and treat them as such.

So where are we now?

Engagement scores are in the top 1%

Productivity improved by 26%

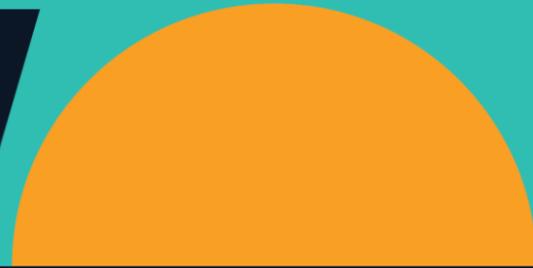
Financial targets were exceeded

Tenure doubled in 24 months to 4.2 years.



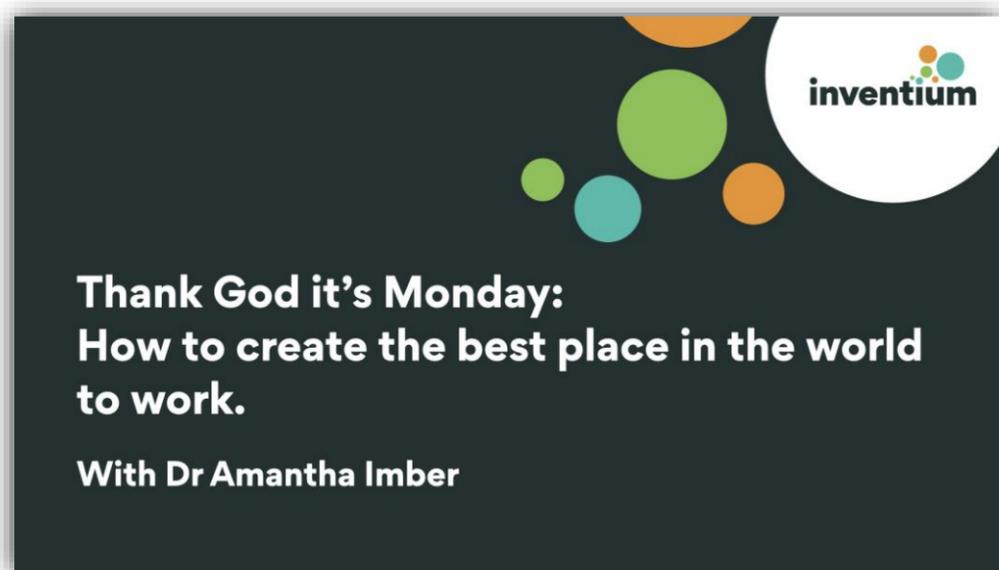
What next...

**HOW I  
WORK**





# SMS your email to 0488 824 311



Slide deck



Free ticket



ebook

Questions?



# Thank you!



## Questions?

Contact Amantha Imber

[amantha@inventium.com.au](mailto:amantha@inventium.com.au)

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