

What is a **Results-Only Work Environment (ROWE)**?

A Results-Only Work Environmentsm is one where your talent will show up energized, disciplined, fluid, flexible, and focused — always ready to deliver the results necessary to drive your business. ROWEsm is a bold, cultural transformation that permeates the attitudes and operating style of an entire workplace, leveling the playing field and giving people complete autonomy — as long as the work gets done.

In a ROWE, people do whatever they want whenever they want as long as the work gets done. In the park, in a coffee shop, in the shower. At midnight or 3 a.m. or on Sunday. Whenever and wherever. Even receptionists? You bet. Even retail associates? YES! Hospitality workers? Why not? Jobs traditionally driven by the time-clock? YES! The clock doesn't control you — you control the clock!

Management can stop monitoring the hallways, and focus their energy on the business.

WITH ROWE:

- There is no need for schedules
- Nobody feels overworked, stressed out or guilty
- People are where they need to be, when they need to be there
- People at all levels stop wasting the company's time and money
- Teamwork, morale, and engagement soar
- There's no judgment on how people spend their time

ROWE is all about results.

No results, no job.

It's that simple.

BENEFITS FOR BUSINESS

A Results-Only Work Environment is all about productivity. But more importantly, your workforce will respond to the business as if it were their own. And, 'innovate' won't be a buzzword. It will be what you do. And EVERY employee will achieve work/life balance.

Measurable ROWE benefits:

- Increased Productivity
- Reduced Voluntary Turnover
- Increased Engagement
- Improvement to the Bottom Line

HOW IS **ROWE** DIFFERENT THAN **FLEXIBLE WORK ARRANGEMENTS**?

RESULTS-ONLY WORK ENVIRONMENT

- No permission needed
- Unlimited options — fluid
- Employee managed
- Based on the work
- Requires accountability — clear goals
- Focus on 'the work'
- Adaptive solution to overwork challenge

FLEXIBLE WORK ARRANGEMENTS

- Permission required
- Limited options — inflexible
- Management controlled
- Based on hours
- Requires policies/guidelines
- Focus on 'time off'
- Technical solution to overwork challenge

To learn more about a Results-Only Work Environment visit us at: www.culturerx.com