



“Creating meaningful change in the world is the future of work.”

— **Nova Covington, CEO and Founder of Goddess Garden Organics**



“I look for passionate folks who are comfortable with being uncomfortable.”

— **Troy Pearley, EVP General Manager of Divine Chocolate US**



“The future of work will require all of us to realize our strengths, our talents, and our unique gifts so we can differentiate ourselves from the other 7 billion people on the planet.”

— **Vicki Saunders, Founder of SheEO**



“The future of work is inspired, purpose-driven, decentralized, and highly agile. Transparency, both internal and external, will become the norm.”

— **Alejandro Velez and Nikhil Arora, Co-founders/Co-CEOs of Back to the Roots**



“We will no longer accept that billion-dollar paydays for a few individuals can co-exist with poverty, hunger, and joblessness for the many.”

— **Mike Brady, President and CEO of Greyston**



“The future of work revolves around continuous feedback and growth.”

— **Jim Barnett, CEO and Co-founder of Glint**

FUTURE-READY WORKPLACE PRACTICES



Kathryn Sheridan, CEO and Founder of Sustainability Consult

“The Monday-to-Friday, 9-to-5 model is a throwback to factory work, a broken legacy of our industrial age. The 9-to-5 model does not take into account the fluctuations we all experience in energy and creativity and it fails to provide sufficient recovery time after an intensive period of work. This leads to employees wasting vast swathes of time staring at the screen or chatting to colleagues, time which could be better spent on more restorative activities like rest and personal development.

“We are currently experimenting with having a majority of the team on three or four days a week. As a result, we are no longer hiring on five-days-a-week contracts. I want to make sure the team has sufficient recovery time.

“As CEO, I tend to roam, but I make sure I’m in the office a couple of times a week to support the team face to face. I’m building our network of talented freelancers so we can be more flexible and still have access to top-notch people.

“I am exploring the future-of-work questions with fellow entrepreneurs and also writing about it. I spend lots of time in nature to stay grounded and open to possibility. With the team, I discuss their needs in the workplace using an approach from Non-Violent Communication. And in our monthly Woos and Boos (review) meetings, I bring a question around how we work for discussion in the group.

“I am doing a deep dive into the future of consulting, with its fixation on billable hours and timesheets taking precedence over results and happy clients. I would like to develop and test a new model for independent consultancies.

“If a more free-range work model is the antidote to the 9-to-5 model, then it is not without its own challenges. Luckily trailblazers and researchers are on the case and it is becoming easier to experiment with different models.”