



**COMMANDMENTS  
OF MODERN WORK**

**By Oscar Berg**



**Thou shalt focus  
on results, not  
presence**

**You shall focus on achieved results  
rather than presence at the desk,  
promoting a more goal-oriented work  
environment.**



**Thou shalt foster  
collaboration  
and openness**

**You shall encourage an open climate  
where cross-functional collaboration and  
sharing of ideas are the norm.**



**Thou shalt  
prioritize health  
and wellbeing**

**You shall prioritize employees' health and wellbeing by offering resources for mental and physical health, because a healthy workforce is more productive and engaged.**



**Thou shalt  
grant autonomy  
and trust**

**You shall give employees autonomy and trust to make decisions, which improves engagement and accountability.**



**Thou shalt  
embrace  
flexibility**

**You shall promote flexible working hours  
and distributed work opportunities to  
meet individual needs and maximize  
productivity.**

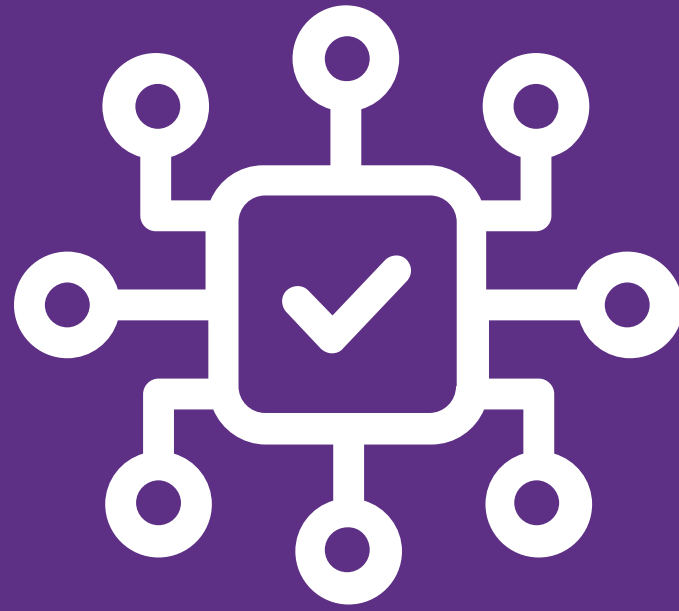


**Thou shalt**

**value**

**transparency**

**You shall be transparent in your communications and operations, fostering trust and clarity among all stakeholders.**



**Thou shalt  
embrace new  
technology**

**You shall adopt and integrate new technologies that enhance efficiency and enable innovative ways of working.**





**Thou shalt  
promote digital  
fluency**

**You shall encourage employees to become proficient with digital tools and platforms that facilitate remote work and virtual collaboration.**



**Thou shalt  
create virtual  
communities**

**You shall develop online spaces that foster a sense of community and belonging, helping remote workers feel connected to the organization's culture.**



**Thou shalt  
build a culture  
of inclusivity**

**You shall ensure all coworkers are included and valued in discussions and decisions to enhance belonging, diversity, and decision quality.**