

Implementing 5-hour workdays in Projects Teams – A Challenge and an Opportunity!¹

Kumar Sarma

PMP, Prince2, CMQ

Dear Project Professionals!

There has been lot of discussions in organizations about the need to rethink 8-12 hour work days. This can be good opportunity in Projects teams which have strong time constraints imposed on them.

It is very important for project management team to understand that to the team has leave their work desks to learn from what the world has to offer in form of real-life experiences. This can help them to focus and think out of the box for solutions to complex problems which may be required to implement in the projects. For this to happen -we Need to work and challenge the traditional ways of thinking that we have worked with and which continue as age old practices in most organizations even today.

We need to develop and improve our mindsets towards work itself through learning, experimenting and reflection. For this to happen the team should find ways to release their time which is being currently consumed by working in projects alone. When the most important resource “Time” is released by implementing 5-hour workdays and put to proper use by the team, it fosters culture of Innovation, Experimentation, Innovation among the team members which provides a much bigger benefits to the organization.

Some of the initiatives which can be implemented with extra time gained from implementing 5-hour work days may include - Professional learnings for career and Mental renewal ,sports and games for physical fitness ,Yoga, Meditation, Volunteering for Emotional /social well-being and any other initiatives led by the leaders of the organization themselves. This would very much apply to entrepreneurs/freelancers which can help them to evolve to be well rounded. This in turn can help them in developing their personal brand which in turn would attract possible stakeholders to help them move forward on their mission.

¹ How to cite this article: Sarma, K. (2019). Implementing the 5-hour workday in Projects - Challenge and an Opportunity! *PM World Journal*, Vol. VIII, Issue XI, December.

Copyright 2002 by Randy Glasbergen.
www.glasbergen.com



**"I like to come in at 11:00 and leave after lunch.
Surely a progressive company like yours
supports flex time!"**

Notable Quotes which came across our minds and which need to be applied to make 5-day work week more effective as a team include:

- 1) *"If your team is insecure, guess what? The rest of the teams are too. Do not overestimate the competition and underestimate your team. Your teams are better than what you think of yourself"*
- 2) *"Focus on your team being productive instead of busy."*
- 3) *"What we fear as team doing most is usually what we most need to do."*
- 4) *"But you are the average of the five people you associate with most in your team, so do not underestimate the effects of your pessimistic, unambitious, or disorganized team members. If someone isn't making you stronger, they're making you weaker."*
- 5) *"A team's success in projects can usually be measured by the number of uncomfortable conversations they are willing to have."*
- 6) *"Some team members are fast to stop you before you get started but hesitate to get in the way if you're moving."*
- 7) *"Learn to be difficult as team when it counts. In school as in life, having a reputation for being assertive as a team will help you receive preferential treatment without having to beg or fight for it every time."*
- 8) *"It's lonely at the top. Ninety-nine percent of teams in the world are convinced they are incapable of achieving great things, so they aim for the mediocre. The level of competition is thus fiercest for 'realistic' goals, paradoxically making them the most time and energy-consuming."*
- 9) *"By working only when you are most effective, teams are both more productive and more enjoyable. It's the perfect example of having your cake and eating it, too."*

10) “As a team -Never automate something that can be eliminated, and never delegate something that can be automated or streamlined. Otherwise, you waste someone else's time instead of your own, which now wastes your hard-earned money. How's that for incentive to be effective and efficient?”

I hope you get the time to read/understand the above learnings and hopefully implement the above in your work schedule and experience the outcome of being a well rounded professional and team!

Wishing you the best for implementing the 5-hour workday in your teams from Year 2020!

About the Author



Kumar Sarma

UAE / India



🌐 Kumar Sarma helps PASSIONATE and DETERMINED Professionals to Differentiate, and to grow their CAREER and BUSINESS to Higher Levels! 🌐 (Principal Consultant |Educator) Having close to 15+ years of experience in various areas - Portfolio/Program/ Project Management/ Quality/ safety/ Engineering/IT product development/Training/consulting across UAE/GCC/India/Bahrain/Africa/Saudi Arabia. He is involved in multiple roles - As a Portfolio/Program/Project Manager /Principal consultant/Educator/Trainer. He helps ambitious organizations and individuals in achieving higher levels of Excellence which results in better career growth, productivity & profits.

He has good experience in delivering practical solutions to strategic issues, to drive bottom-line impact and rapid results, delivered in a variety of client situations.

He manages and Organizes 2 BIG community initiatives in UAE

- a. Amazing Volunteers <https://www.Meetup.com/VolunteerDubai/>
(3200 ++ volunteers and 100 ++ social projects)
- b. The MAGIC of THINKING BIG Mastermind Group -
<https://www.Meetup.com/TheMagicofThinkingBig/>
(2900 ++professionals, Entrepreneurs and 200 ++ Knowledge sharing, Networking Events)

Do connect to his LinkedIn profile <https://www.linkedin.com/in/kumarsarmavedant/> for Mutual win-win Opportunities