

New book helps bosses adopt ‘the new norm’ of work post-COVID-19

A new book by Dr. David Van Fleet, Professor Emeritus at Arizona State University, provides a timely and much-needed resource for businesses to inspire employees and ensure fairness, consistency and a future-oriented workplace culture. Management and workers alike must focus on what’s accomplished on the job rather than the clock to be flexible and ready to adapt to changing conditions.

The book, **Quality Time: Productivity Through Time Management** (Information Age Publishing; <https://www.infoagepub.com/>) offers concepts to help employers and workers cope with the COVID-19 pandemic in the workplace.

Management and workers alike must consider adopting some new ways as “the new norm” in the post Covid-19 era. No doubt the world of work will never go back to exactly what it had been. Organizations will need to be flexible and ready to adapt to changing conditions.

Time itself is not what matters but rather how that time is used to achieve individual and organizational productivity goals.

Managers who get upset over employees coming to work late or socializing on the job often care more about them ‘putting in time’ than putting their time to good use.” says Van Fleet, an expert in time management and organizational behavior.

“Managers who focus on time usually concentrate on the wrong things,” “They’re saying that being on the job is important when they should be saying that what’s accomplished on the job is what is really important.”

“Time-conscious bosses often focus more on clock than job being done.” Van Fleet points out that some people with flexible working hours may actually do more than others who are on rigid clocks. “I can understand why an assembly line production manager would get upset if someone came late, and if a store is to open at 10 a.m. then someone has to be there, but these are cases involving interdependency. That’s another issue,” he said. “There are a tremendous number of jobs where performance, not time, should be emphasized. People should be paid for what they do, not for how much time they take doing it.”

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Professor Van Fleet has over 300 publications and presentations and, since 1975, has been conducting workshops and seminars on time management for large to small private and public organizations. The book is available from INFORMATION AGE PUBLISHING, P.O. Box 79049, Charlotte, NC 28271-7047.