



NHRMA 24

86TH ANNUAL CONFERENCE + TRADESHOW

CS22

How Implementing a 4-Day Work Week Will Solve Your Biggest Workplace Issues

4 - DAY

WORKWEEK

How Your Biggest Workplace Issues Can Be Solved With A 4-Day Work Week



Jeff Harry
Rediscover Your Play



What Would You Do With Your Time Off If You Had A 4-Day Work Week?

MON



TUE



WED



THU



FRI



@jeffharryplays



Questions We Will Answer

Why Is The 40-Hour Work Week Obsolete?

Where Does The 40-Hour Work Week Come From?

What Are The Benefits of 4-Day Work Week?

What Action Steps Can You Take To Implement A 4-Day Work Week?

What Proof Is There That A 4-Day Work Week Works?



@jeffharryplays



Work Sucks...



@jeffharryplays



Employees Feel Exploited

The Productivity–Pay Gap

The gap between productivity and a typical worker's compensation has increased dramatically since 1979

Productivity growth and hourly compensation growth, 1948–2022

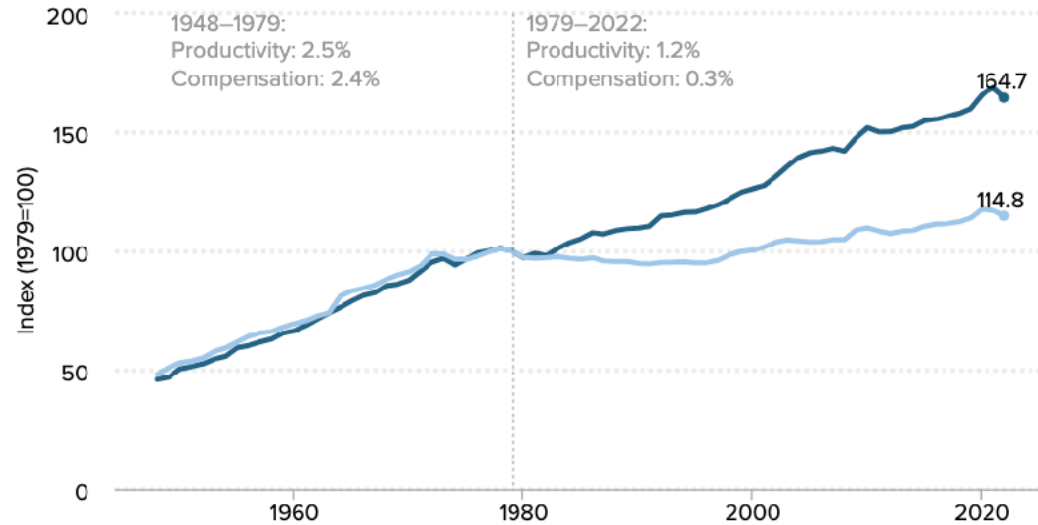


Chart Data

Notes: Data are for compensation (wages and benefits) of production/nonsupervisory workers in the private sector and net productivity of the total economy. “Net productivity” is the growth of output of goods and services less depreciation per hour worked.

Source: EPI analysis of unpublished Total Economy Productivity data from Bureau of Labor Statistics (BLS) Labor Productivity and Costs program, wage data from the BLS Current Employment Statistics, BLS Employment Cost Trends, BLS Consumer Price Index, and Bureau of Economic Analysis National Income and Product Accounts.

Productivity–Pay Tracker

Change 1979–2022:

Productivity

+64.7%

Hourly pay

+14.8%

Productivity has grown **4.4x** as much as pay



Employees Feel Exploited

Fortune 500 made \$2.9T in profits in 2023, 38% of it in the U.S.

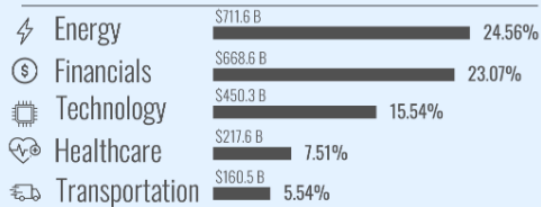
🕒 January 30, 2024 👁 3,780 Views

TOP 500 MOST PROFITABLE COMPANIES

U.S. VS THE WORLD

In FY 2023, the Fortune 500 companies amassed a staggering \$2.9 trillion in profits. The U.S., with its 136 companies, dominated, contributing \$1.1 trillion or 38% of the total global profit. In contrast, China, despite similar revenue and company count, trailed significantly with just under half the profit, totaling \$528 billion. The rest of the world (31 countries) makes \$1.3 trillion (44%) profit.

TOP 5 GLOBAL SECTORS



@jeffharryplays



Employees Feel Exploited

Fortune 500 made \$2.9T in profits in 2023, 38% of it in the U.S.

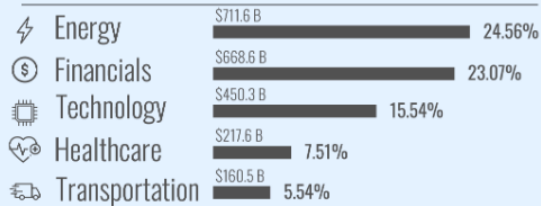
January 30, 2024 3,780 Views

TOP 500 MOST PROFITABLE COMPANIES

U.S. VS THE WORLD

In FY 2023, the Fortune 500 companies amassed a staggering \$2.9 trillion in profits. The U.S., with its 136 companies, dominated, contributing \$1.1 trillion or 38% of the total global profit. In contrast, China, despite similar revenue and company count, trailed significantly with just under half the profit, totaling \$528 billion. The rest of the world (31 countries) makes \$1.3 trillion (44%) profit.

TOP 5 GLOBAL SECTORS



Bloomberg

Live TV Markets Economics Industries Tech Politics Businessweek Opinion More

Technology

US Stock Buybacks to Hit \$1 Trillion in 2025, Goldman Says

- Goldman strategists see megacap tech driving share repurchases
- Improving profits and easing policy risk set to boost buybacks

By [Julien Ponthus](#) and [Sagarika Jaisinghani](#)

March 7, 2024 at 2:10 AM PST



Gift this article

Save

US share buybacks are set to surpass \$1 trillion next year for the first time ever, thanks to strong megacap technology earnings, strategists at [Goldman Sachs Group Inc.](#) said.

For 2024, the bank expects S&P 500 stock repurchases to grow by 13% to \$925 billion and a further 16% in 2025 to just over \$1 trillion.

Have a confidential tip for our reporters? [Get in Touch](#)

@jeffharryplays



Work Sucks, But It Doesn't Have To



@jeffharryplays





4 DAY WEEK

5 DAY WEEK

@jeffharryplays



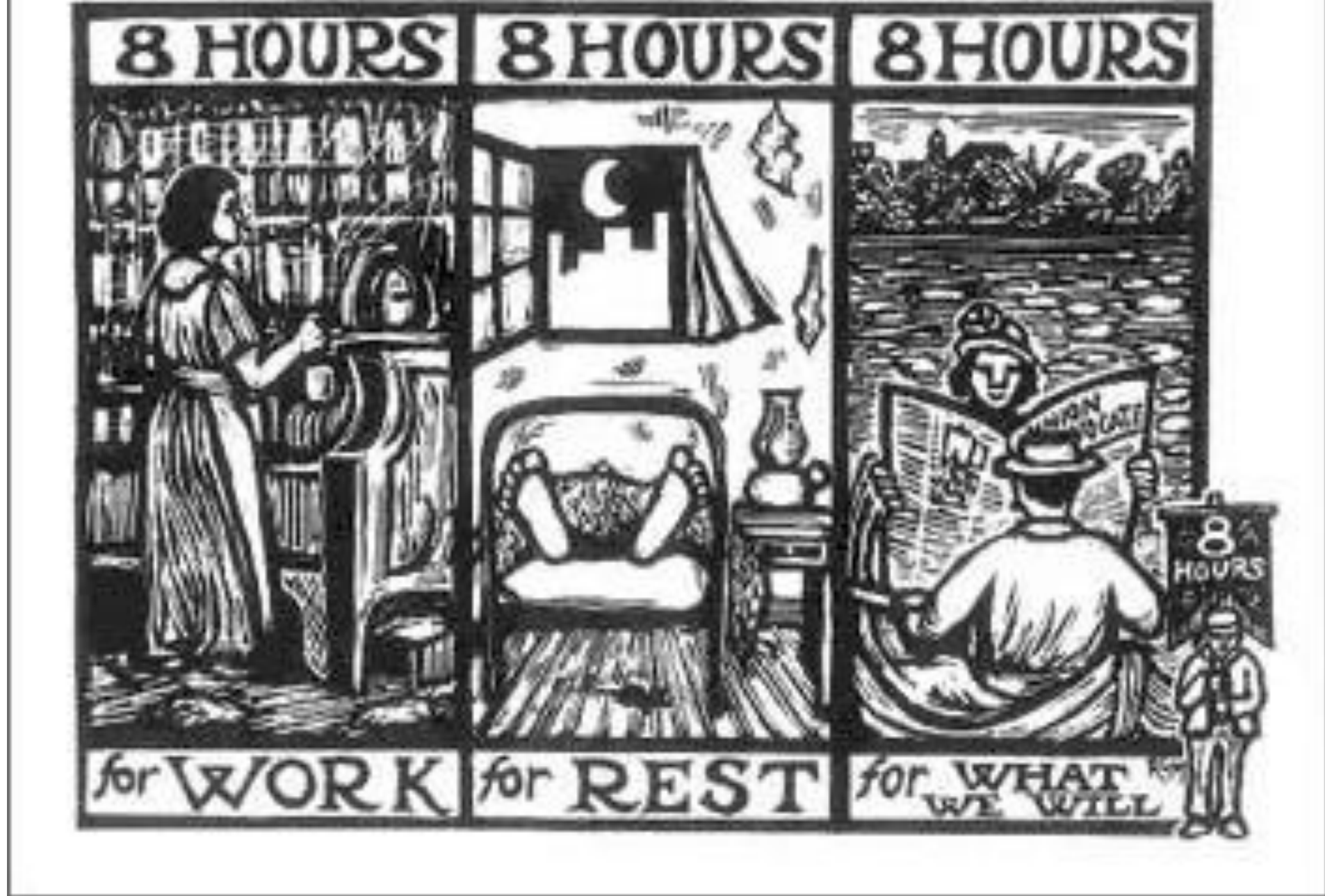
A background image showing a pair of hands stacking wooden blocks. The top block has the number '4' on it, and the block below it has the number '5'. To the right, three more blocks are stacked, with the words 'DAY', 'WORK', and 'WEEK' printed on them respectively. The text 'How Did We Come Up With The 40-Hour Work Week?' is overlaid in the center of the image.

How Did We Come Up With The 40-Hour Work Week?

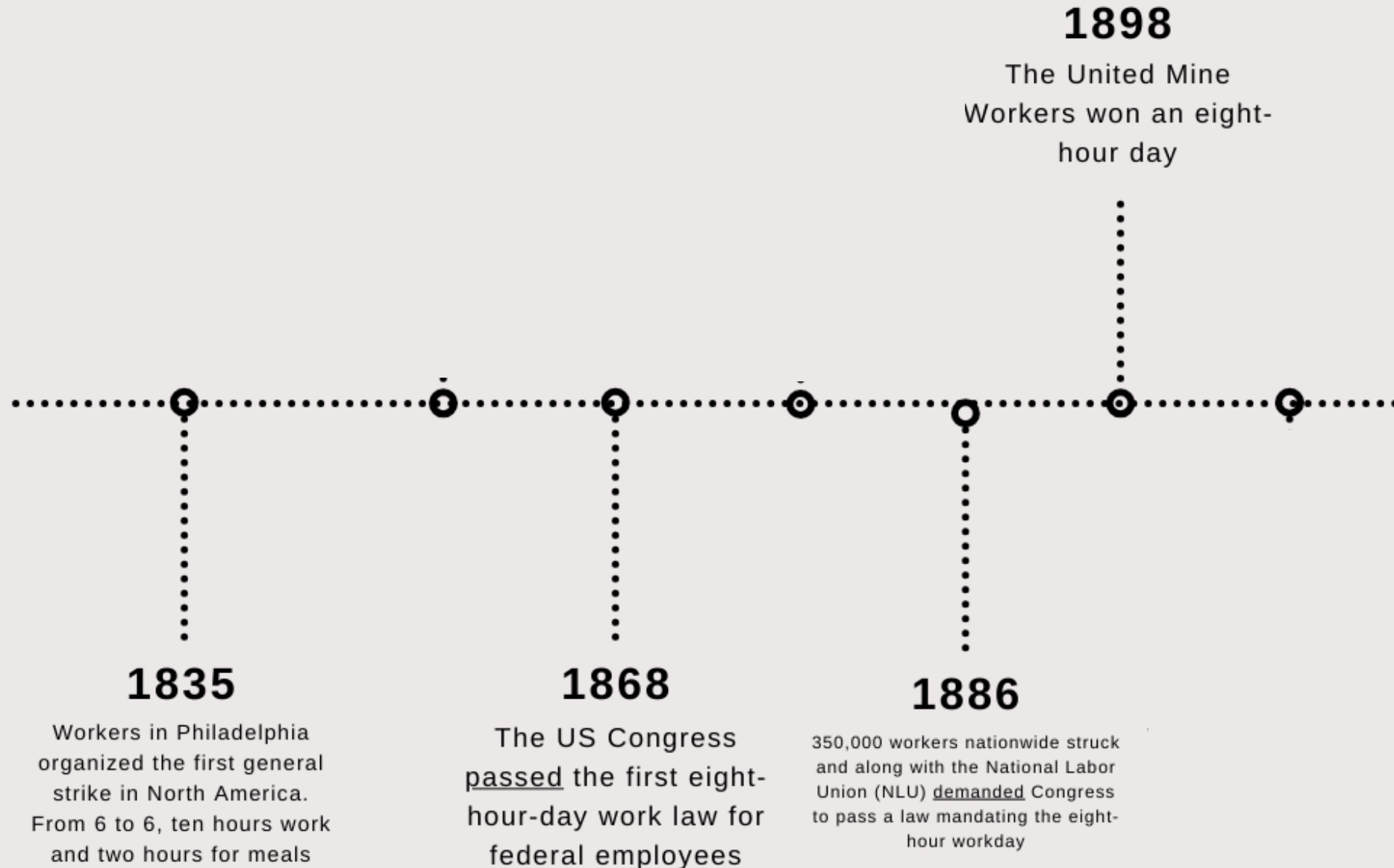


[@jeffharryplays](#)





40-Hour Work Week Timeline





@jeffharryplays





5-DAY 40-HOUR WEEK
MEANS
HEALTHY SANITATION MAN
HAPPY SANITATION HOME
INCREASED LIFE SPAN

CLEAN CITY
HEALTHY
WORKERS
DECENT
5-DAYS 40-H

DONT SHORTEN
OUR LIVES!
WE NEED THE
5-DAY 40-HOUR WEEK
NOW!

OUR JOB
WE IN
5-DAY

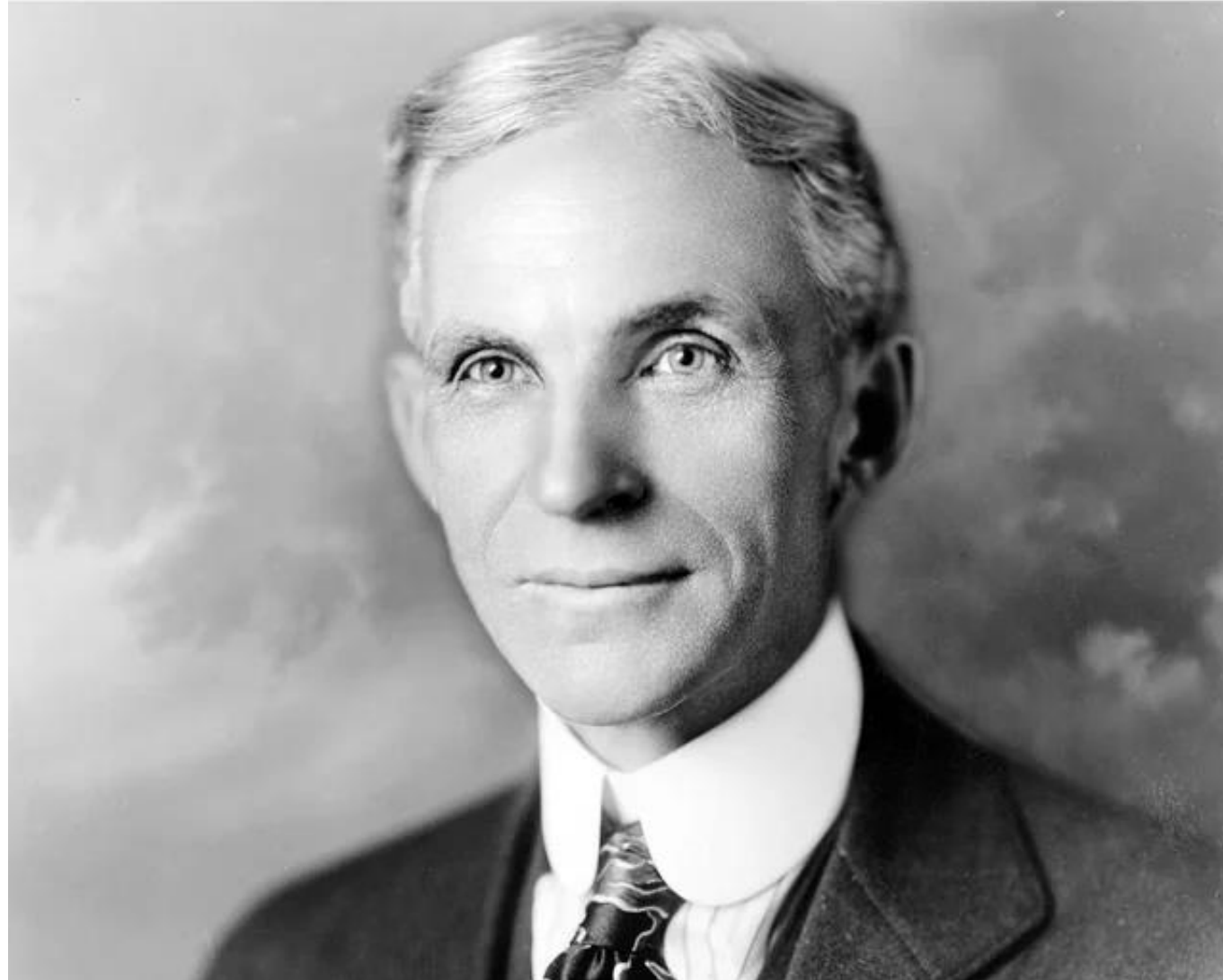
407 515

CAFÉ

@jeffharryplays



Sep 25 1926: Henry Ford caves to union demands and adopts the 5-day, 40-hour work week, then acts like it was his idea.



Why Is The 40-Hour Work Week Obsolete?



@jeffharryplays



LEADING TECH

A New Poll Finds Tech Workers Do Just 4 Hours of Focused Work a Day. Bosses Shouldn't Be Surprised (or Worried) A massive amount of science shows four hours of focused work a day is about all the human brain can manage. [🔗](#)

EXPERT OPINION BY JESSICA STILLMAN, CONTRIBUTOR, INC.COM @ENTRYLEVELREBEL

JUN 12, 2023

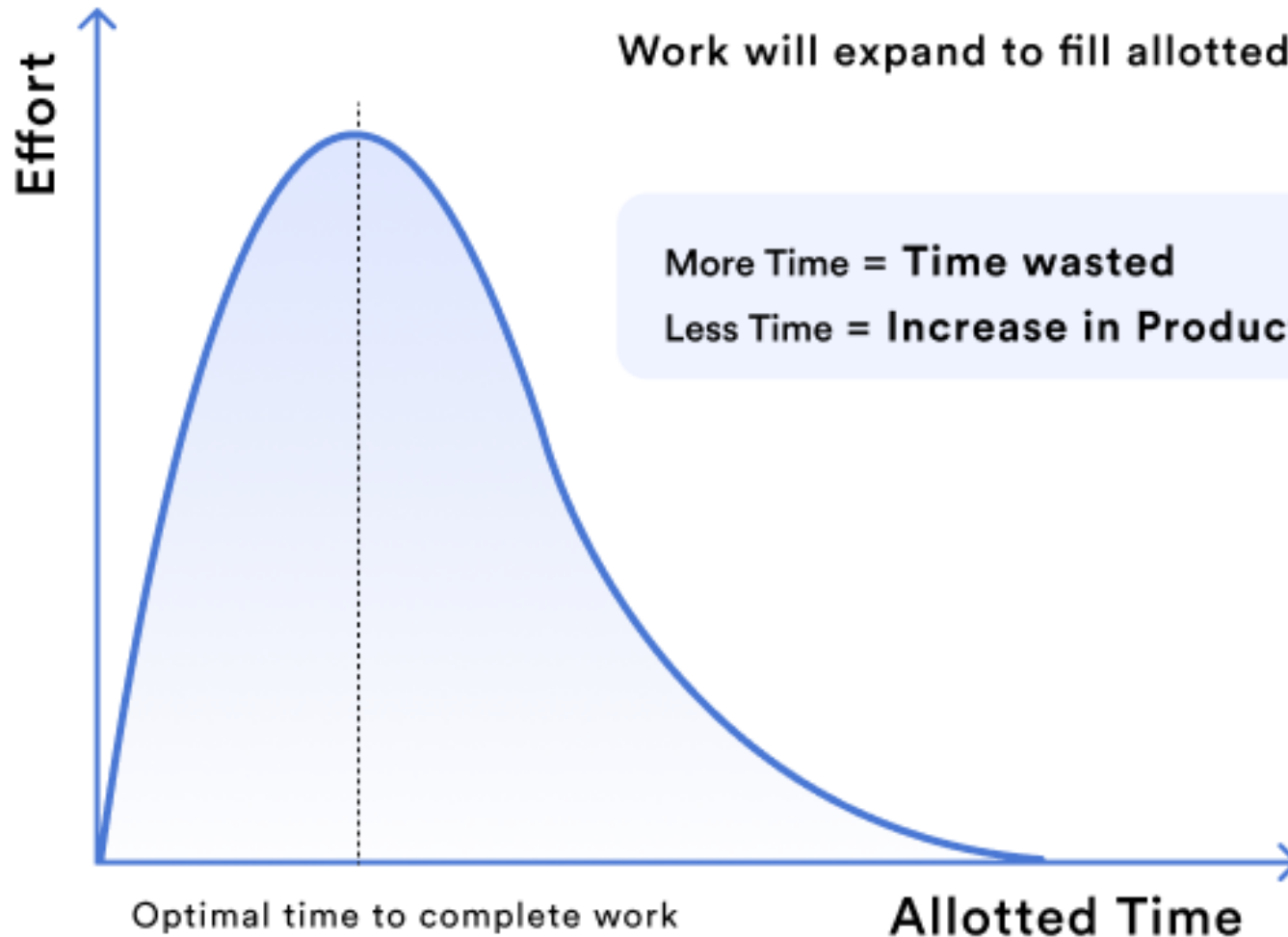
@jeffharryplays

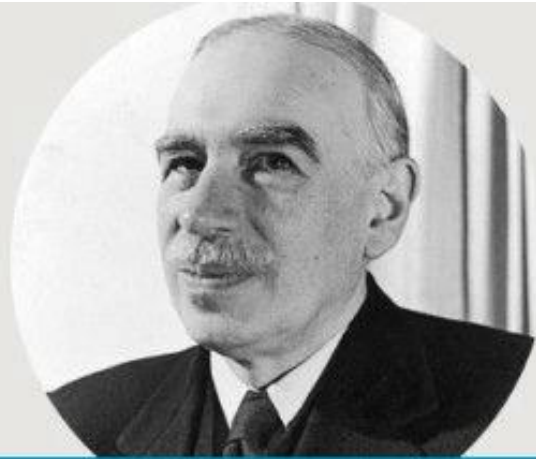




PARKINSON'S LAW

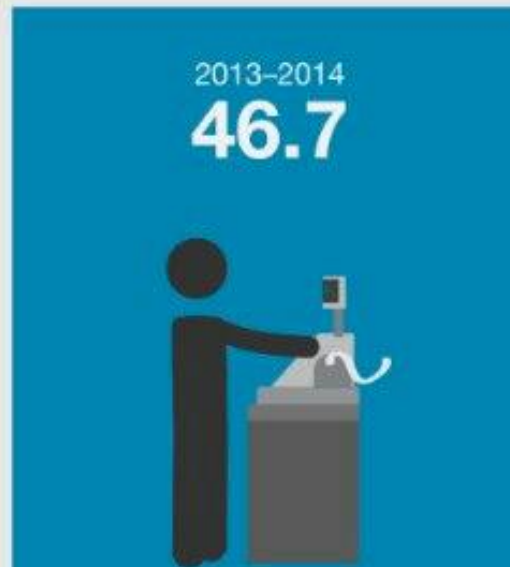
Work will expand to fill allotted time





John Keynes predicted by 2030, technology would bring us a 15 hour work-week.

Average number of hours worked by full-time employed U.S. workers



What Are The Benefits of 4-Day Work Week?



FOUR-DAY WEEK: TOP FINDINGS

OF THOSE WHO ARE PRO A FOUR-DAY WEEK:

61%



WANT BETTER
WORK-LIFE BALANCE

40%

WANT MORE TIME
FOR HOBBIES

52%

OF EMPLOYEES WOULD
CHANGE JOBS TO WORK A
FOUR-DAY WEEK



78%

OF EMPLOYEES WANT
A FOUR-DAY WEEK..



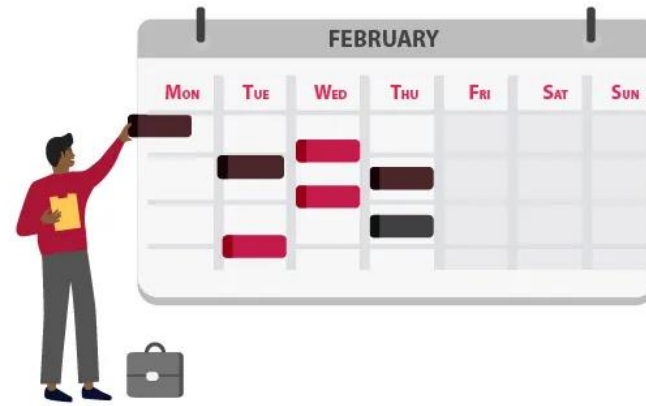
58%

OF GEN Z

WOULD ACTIVELY SEEK NEW
EMPLOYMENT FOR A FOUR-
DAY WEEK (THE MOST OF ANY
AGE GROUP)



FOUR-DAY WORKWEEK: BY THE NUMBERS



Companies report positive results:



A Four-Day Workweek Pays Off



Nearly one-third of US workers put in 45 or more hours a week.

Companies that implement a four-day workweek see improved well-being...

43%

sleep-deprived

Workers at companies in the US, the UK, and Australia:

14%

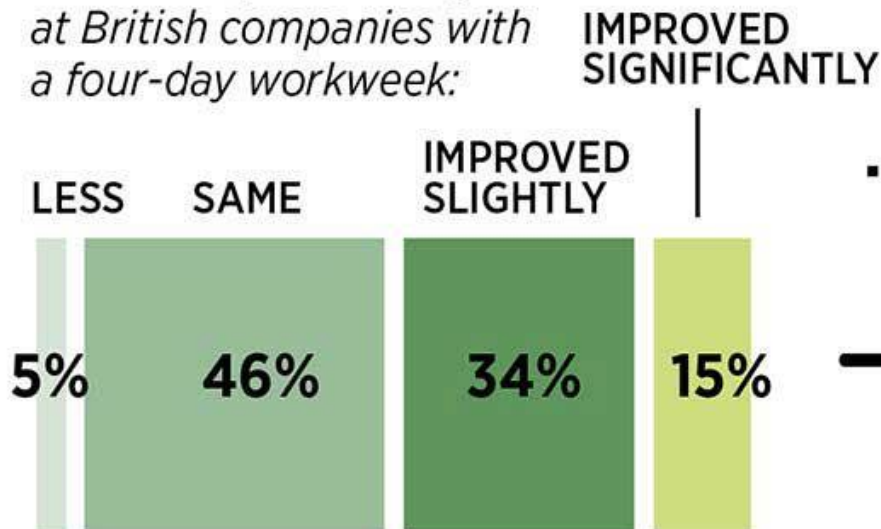
sleep-deprived



BEFORE SWITCH TO FOUR DAYS

AFTER SWITCH TO FOUR DAYS

Effects on productivity at British companies with a four-day workweek:



...without a drop in productivity.



THE Nation.

Sources: 4 Day Week Global mid-pilot results; economist Juliet Schor

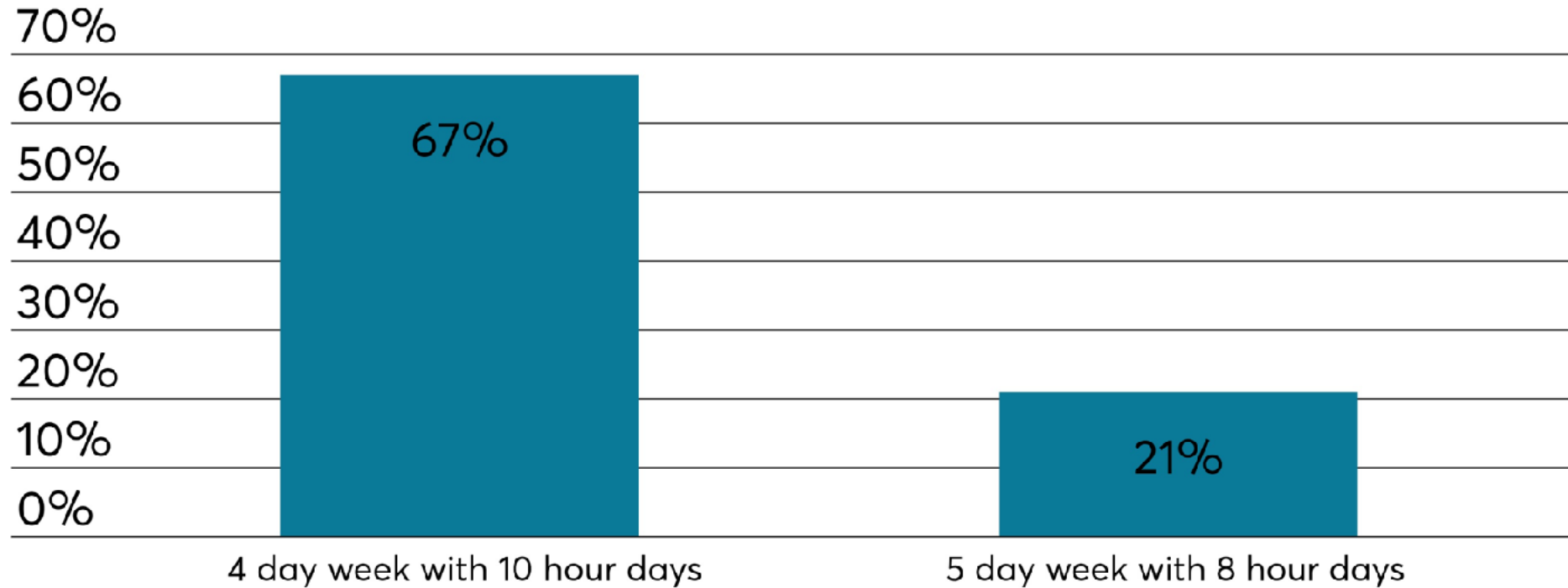
Is There Demand For A 4-Day Work Week?



@jeffharryplays



Americans say they would prefer a four-day workweek



Source: YouGov

@jeffharryplays



RELATED STORIES

WORK

High earners, young people, women are working fewer hours after the pandemic

CLOSING THE GAP

How this 46-year-old landed her dream C-suite job while pregnant

WORK

Remote workers get up to 30% pay increase for switching to in-office jobs

WORK

This type of emp burnout, says Ivy

WORK

81% of workers say a 4-day week would make them more productive—especially in these fields

Published Fri, Aug 11 2023•9:08 AM EDT

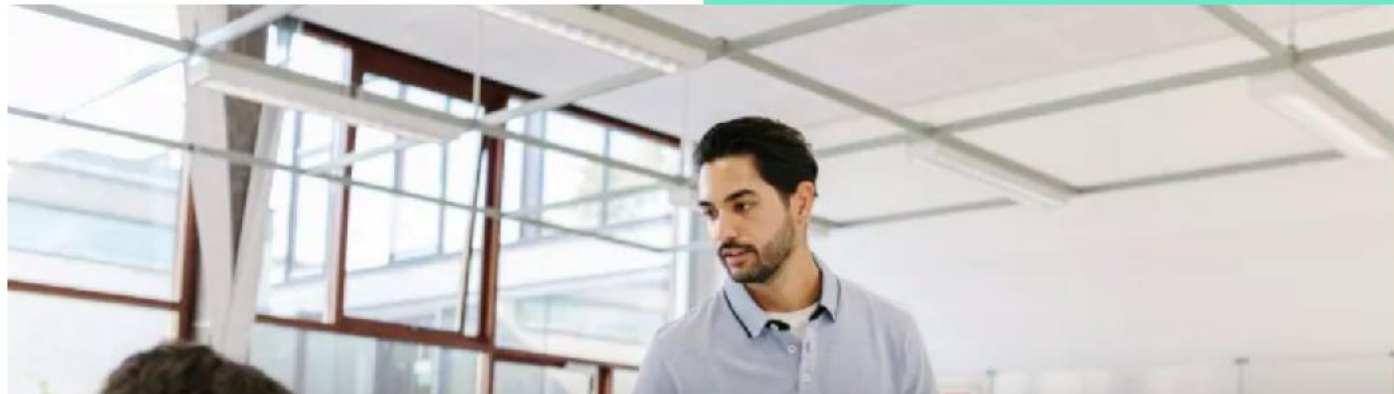


Jennifer Liu

@IN/JLJENNIFERLIU

@JLJENNIFERLIU

SHARE    



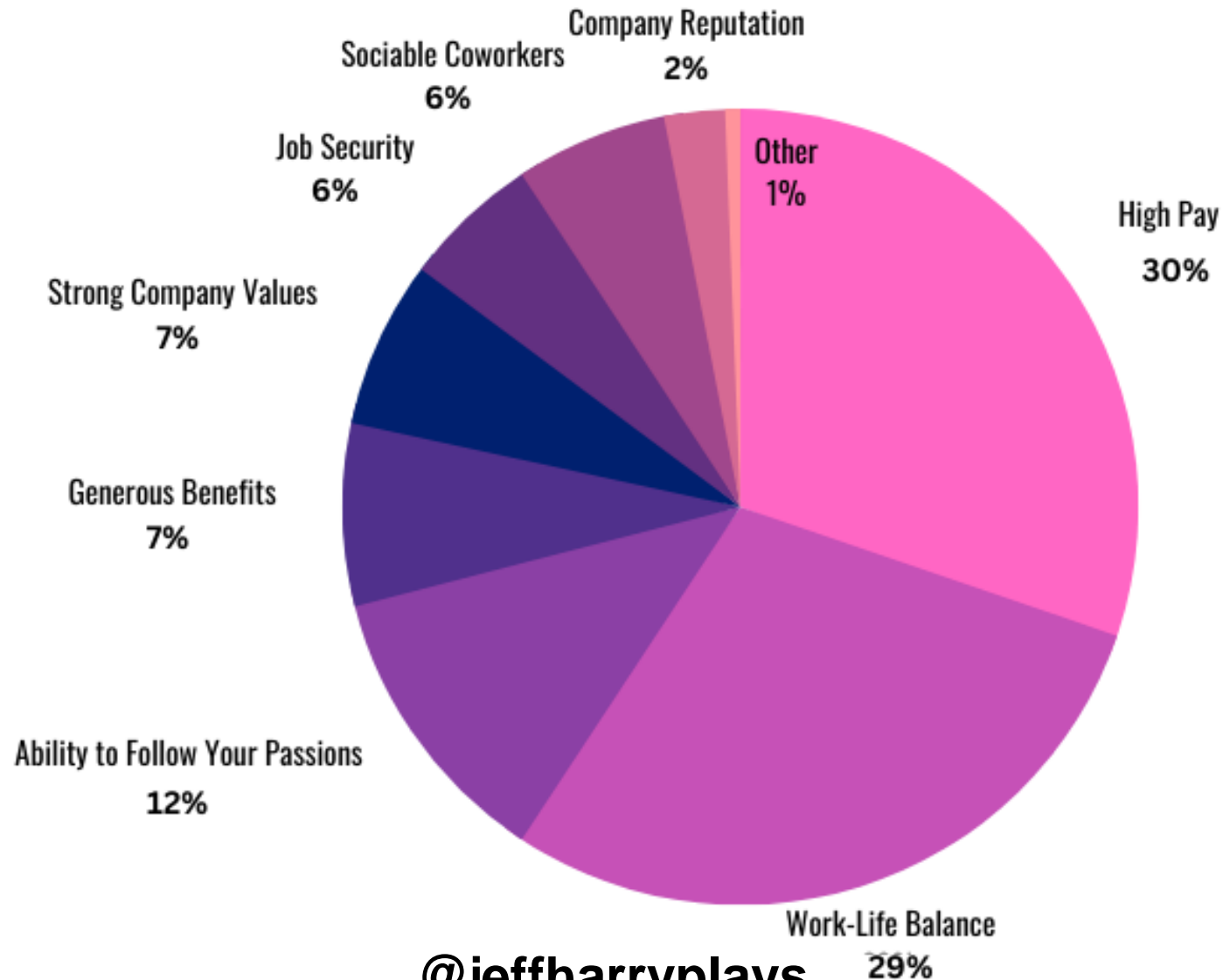
Trending Now

1

Harvard expert: The No. 1 lesson to learn from Warren Buffett's career—'you can't be really successful' without it



What is most important to you in a workplace?



@jeffharryplays



A spiral-bound notebook with a light blue cover and silver rings. The notebook is open to a page with a calendar grid. The days of the week are labeled M, T, W, T, F, S, S. A sign with a smiley face and the text 'WEEK END!' is attached to the right side of the notebook. The title 'Arguments Against The 4-Day Work Week' is written in bold black text across the center of the page.

Arguments Against The 4-Day Work Week



We Can't Afford To Implement A 4-Day Work Week



@jeffharryplays



85%
of employees are not engaged in the
workplace

Gallup



Low employee engagement costs
companies
\$450-500 billion
each year

TAKING CARE

4-Day Workweek Boosts Productivity and Retention, According to New Research

The latest research from 4 Day Week Global shows that workers became even more efficient after participating in a 12-month trial. [↗](#)



BY SARAH LYNCH, STAFF REPORTER @SARAHDLYNCH

JUL 26, 2023

@jeffharryplays



Fortune 500 made \$2.9T in profits in 2023, 38% of it in the U.S.

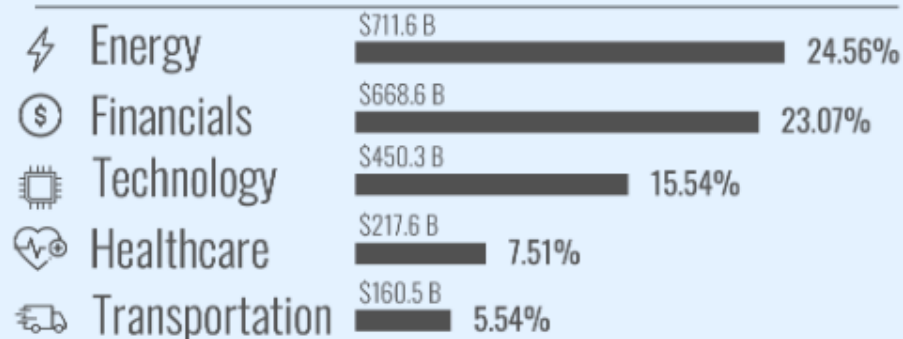
🕒 January 30, 2024 👁 3,780 Views

TOP 500 MOST PROFITABLE COMPANIES

U.S. VS THE WORLD

In FY 2023, the Fortune 500 companies amassed a staggering \$2.9 trillion in profits. The U.S., with its 136 companies, dominated, contributing \$1.1 trillion or 38% of the total global profit. In contrast, China, despite similar revenue and company count, trailed significantly with just under half the profit, totaling \$528 billion. The rest of the world (31 countries) makes \$1.3 trillion (44%) profit.

TOP 5 GLOBAL SECTORS



Chick-Fil A Is Closed On Sunday & Still Competitive

1		McDonald's	\$48.0B
2		Starbucks	\$27.5B
3		Chick-Fil A	\$18.8B
4		Taco Bell	\$12.9B
5		Wendy's	\$11.7B
6		Dunkin	\$11.3B
7		Burger King	\$10.3B

**THE 4 DAY
WEEK IS
COMING.**

GO TELL YOUR BOSS.

#4dayweek

4dayweek.co.uk

global

elliottleigh
guaranteed
rents



@jeffharryplays

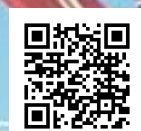


Steven Johnson

You'll find the future wherever people are having the most

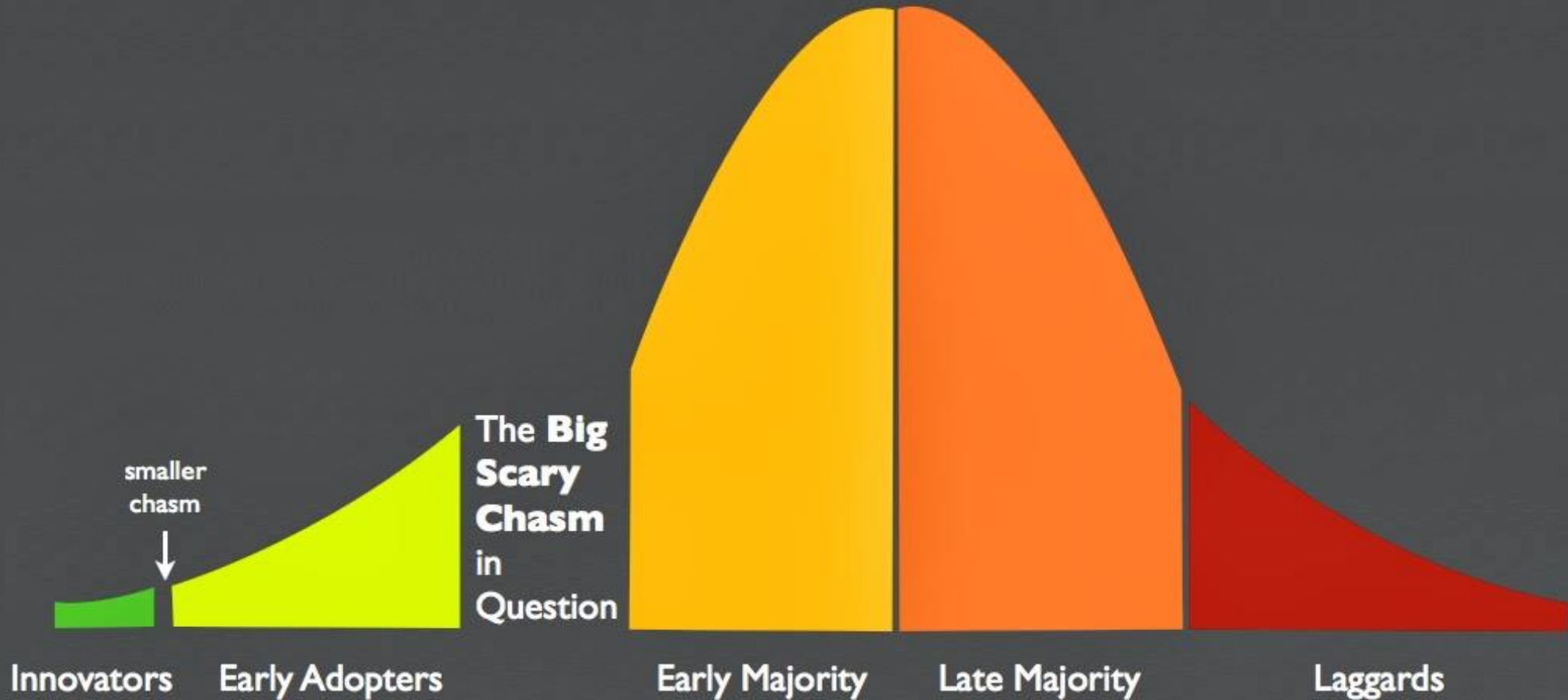


@jeffharryplays



Crossing the Chasm

Geoffrey Moore - 1991



@jeffharryplays



THE LAST BLOCKBUSTER

**BEST
SELECTION**
OVER 10,000 MOVIES & GAMES

211

**NEWEST
RELEASES**
WAIT? WE'VE GOT IT!

@jeffharryplays



4-Day Work Week

Mon Tue Wed Thu Fri Sat Sun

30

31

1

2

3

4

5

Weekend

6

7

8

9

12

Weekend

13

14

15

16

19

Weekend

20

21

22

23

25

26

Weekend

27

28

29

30

1

2

3

Weekend

5

6

7

8

9

10

Weekend

**It's Impossible To Get All
Of Our Work Done With A
Four Day Work Week**



@jeffharryplays



4-Day Work Week

Mon Tue Wed Thu Fri Sat Sun

30

31

1

2

3

4

5

Weekend

6

7

8

9

10

11

12

Weekend

13

14

15

16

17

18

19

Weekend

20

21

22

23

24

25

26

Weekend

27

28

29

30

1

2

3

Weekend

5

6

7

8

9

10

Weekend

What Are Your Most Time-Consuming Tasks?



@jeffharryplays



4-Day Work Week

Mon Tue Wed Thu Fri Sat Sun

**What Could You Do To Address
These Time-Consuming Tasks?**

Weekend

Weekend

Weekend

Weekend

Weekend



@jeffharryplays



4-Day Work Week

Mon Tue Wed Thu Fri Sat Sun

30

31

1

2

3

4

5

Weekend

6

7

8

9

10

11

12

Weekend

13

14

15

16

17

18

19

Weekend

20

21

22

23

24

25

26

Weekend

27

28

29

30

1

2

3

Weekend

5

6

7

8

9

10

Weekend

**Where Is The Proof That A
4-Day Work Week Works?**



@jeffharryplays



Icelandic trial of 4-day work week

Details:

Large-scale trials of a reduced working week of 35-36 hours with no reduction in pay

Research group:

2,500 workers - over 1% of Iceland's entire working population

Duration:

2015 - 2019

important outcomes and their effects:



Firmbee

source: www.en.aldal.is/wp-content/uploads/2021/07/ICELAND_4DW.pdf



Productivity and service provision remained the same or improved across the majority of trial workplaces.



The **wellbeing** of employees **increased** significantly across a range of indicators, from perceived stress and burnout, to work-life balance & health.



After the overwhelming success of the trial, **86% of the country's workforce are now working shorter hours** or gaining the right to shorten their hours.





Four-day work week boosts Spanish workers' health, pilot programme shows

Reuters

October 18, 2023 1:12 AM PDT · Updated 3 months ago



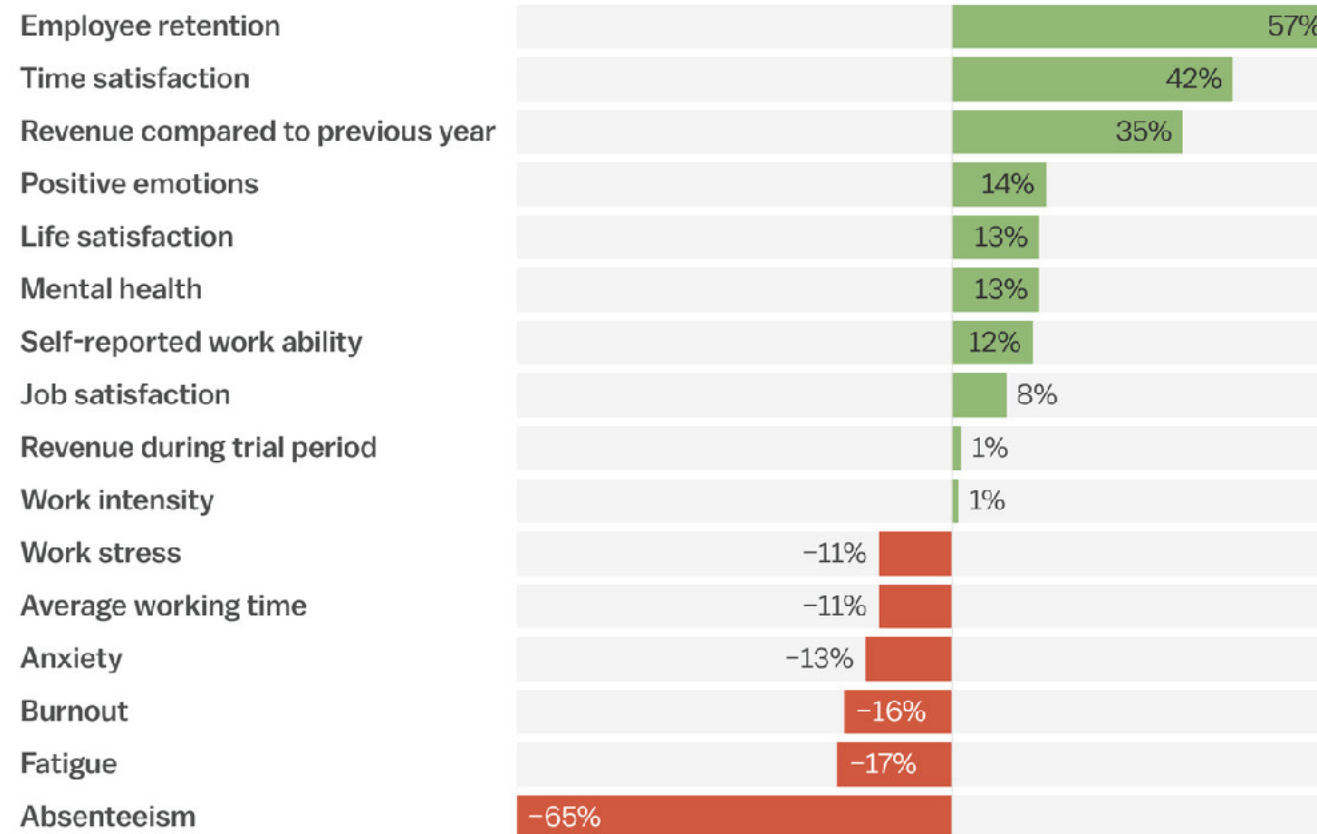
The Four Towers business district skyline is seen at sunset in Madrid, Spain November 18, 2017. Picture taken November 18, 2017. REUTERS/Paul Hanna/File Photo [Acquire Licensing Rights](#)

MADRID, Oct 17 (Reuters) - Four-day work weeks improved Spanish workers' health such as by lowering stress while reducing fuel emissions and benefiting children, a pilot programme showed on Tuesday.



The world's largest four-day workweek experiment went really well

61 UK companies switched to shorter workweeks for 6 months, leading to big increases in life satisfaction and employee retention, and decreases in stress and burnout.



About 2,900 employees participated in the trial that ran from June through December 2022. 56 of 61 companies are continuing with shorter workweeks after the trial's end. Results were reported on varying scales and have been converted to percents for comparison.

Chart: Oshan Jarow/Vox • Source: Autonomy





Results of eight-week trial

Staff stress levels lowered*



Work life balance improved significantly*



Team engagement levels increased*

	2017 survey	Post trial
Leadership	64%	82%
Commitment	68%	88%
Stimulation	66%	84%
Empowerment	68%	86%

*Percentages indicative of scale method used in academic research

ANDREW BARNES

WITH STEPHANIE JONES

THE
~~5~~
4 DAY
WEEK

HOW THE FLEXIBLE WORK REVOLUTION

CAN INCREASE PRODUCTIVITY,

PROFITABILITY AND WELLBEING,

AND CREATE A SUSTAINABLE FUTURE

@jeffharryplays





@jeffharryplays



BLOG POST

Maryland 4-Day Workweek Bill

Maryland lawmakers are considering a pilot program to incentivize employers to move to a 32-hour workweek

GovDocs

@jeffharryplays



US States With, or Proposing, a 4-Day Work Week

- California
- Massachusetts
- Missouri
- Pennsylvania
- Texas
- Vermont...maybe?

California

In July 2023, Rep. Mark Takano (D-Calif.) put forward [legislation](#) that argued for a 32 hour week for Californians.

“I am introducing this legislation to reduce the standard workweek to 32 hours because - now more than ever - people continue to work longer hours while their pay remains stagnant.” - Rep Takano

[@jeffharryplays](#)



300+ Companies with a 4 Day Work Week

Discover companies with a **4 day work week**. Most of these companies work **32hr week at 100% salary** and are hiring remotely. So, if you are a Software Engineer, Product Manager, Data Scientist or a Marketer, it's time to upgrade your work-life balance.

⚙ Search by shorter week...



🌐 Country



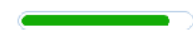
Search...

Is hiring? ▾

Day off ▾



Uplift



88 / 100

Short on engineering staff? Get a proven team ready to move your project forward. We build full-stack sites or native-mobile apps and take them to market.

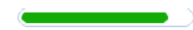
We work 4 normal length days at full salary.

4 x 8hr days @ 100% salary Remote, USA 10-50 employees

1 open job



Weglot



87 / 100

Weglot is a no-code website translation solution that allows you to instantly launch a multilingual website.

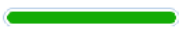
We work a 4 day work week as standard (100% pay) - Wednesdays or Fridays are off.

4 days Hybrid Remote, Paris 50-100 employees

1 open job



Meilisearch



100 / 100

Meilisearch is an open-source, lightning-fast, and hyper-relevant search engine that fits effortlessly into your apps, websites, and workflow.

We work 4 normal length days at full salary.



How Do We Implement A 4-Day Work Week?



Questions To Consider Before Implementing...

- **Why Are You Considering A Four-Day Work Week?**
- **How Will You Determine Effectiveness? - *Gift of The 5th***
- **Will You Adopt The Program For The Whole Staff?**
- **What Will Your Clients & Customers Think?**
- **Is It Feasible For Your Industry?**



@jeffharryplays



5 CRITICAL TOOLS TO MAKE THE

4 Day Work Week...



01 | Fewer Meetings



02 | Asynchronous Work



03 | Shift nonessential personal appointments to the day off



04 | Keep talking as a team to adapt



05 | Major work-blocking



NonProfitFixer.com

@jeffharryplays

Learn More:
bit.ly/4DAYWW



4 PHASES

OF IMPLEMENTING THE

4 DAY WORKWEEK



PHASE 1
ASSESS
Research 4-Day Workweek feasibility, gather evidence and insights

PHASE 2
ANTICIPATE
Introduce 4-day workweek concept to staff, emphasizing proactive leadership and preparation for shift.

PHASE 3
ANNOUNCE
Inform the board and stakeholders about pilot, addressing potential concerns before launch.

PHASE 4
ADOPT
Implement a 90-day pilot, emphasizing qualitative & quantitative data, feedback, & flexibility.



NONPROFITFIXER.COM

@jeffharryplays
Learn More: bit.ly/4DAYWW



We are taking the 4 Day Week Global

Creating a million new years of free time

Years created so far: **2235**

@jeffharryplays



When Should You Wait To Implement A Four-Day Work Week

- **Trying To Solve Bad Management With This Solution**
- **Do Not Have Clear Goals & How To Measure Effectiveness**
- **Have Not Clearly Explained The Purpose To Your Staff**
- **Have Not Done A Thorough Test Run**



@jeffharryplays



**FOUR-DAY
FORESIGHT**



Questions To Discuss With Leadership

- Will Implementing A 4-Day Work Week Address Our Issues?
- What Are We Willing To Sacrifice To Have A 4-Day Work Week?
- What Are The Initial Steps We Can Take To Pilot This Program?
- Whose Buy-In Do We Need To Make This A Reality?
- What Obstacles Will We Face Taking The Smallest Version Of This Experiment That Can Be Successful?



More isn't always better.
Sometimes it's just more.

SABRINA FAIRCHILD



Let's Make The 4-Day Work Week A Reality



Access To
Slides & Studies



@jeffharryplays

jeff@rediscoveryourplay.com

