



RAVIN JESUTHASAN AND JOHN W. BOUDREAU

# Work Without Jobs

## STEP 1

Have your team read the getAbstract summary.

## STEP 2

Schedule a team meeting to discuss the questions below.

## STEP 3

Have a discussion with your team.

For many leaders, work is evolving faster than their organizations can adapt: The pace of technological advancement not only creates new roles, but also encourages the rise of entirely new work structures. In *Work Without Jobs*, Ravin Jesuthasan and John W. Boudreau urge leaders to adopt agile practices and prepare for the reconsideration of jobs and responsibilities as we face a new paradigm of work.

## Discussion Questions

1. How do you see the traditional concept of fixed job roles evolving in the face of rapid technological advancements? How do you think your role could evolve?
2. How can leaders support and facilitate the transition to a more agile work design in their organizations?
3. What challenges might organizations face when transitioning from job-based to task-based roles? How can teams work together to overcome them?
4. How should organizations measure success in an environment where traditional job roles are de-emphasized in favor of task-based roles?
5. What opportunities does your organization currently present for working outside of set job descriptions? What skills should you or your team adopt, and are there chances for interdepartmental collaboration?

*“The new world of work is ‘beyond employment.’”*

**WORK WITHOUT JOBS**

Ravin Jesuthasan and John W. Boudreau

