



Leaving 9-5 Behind

Leah Bayer and Andrea Holovach

Learning Objectives (yes, you have to participate)

Awareness of generational needs and expectations

Discuss benefits and challenges

Examine elements of a new model

Discuss approaches and strategies for continued productivity

Your Slipper Sherpas

Leah Bayer

- Founder and owner of 100% virtual firm – Architects FOR A
- 2023 AIA Silicon Valley Past President
- AIA Strategic Councilor
- Licensed Architect (CA, WA, HI)
- Lives in Bellingham, WA

Andrea Holovach

- Senior Director Governance & Membership
- International Society of Automation
- Certified Association Executive
- Working and managing remote over 10 years
- Lives in Raleigh, NC

Stepping Back in Time – the 9-5

Invented by American labor unions in the 1800s

Made mainstream by Henry Ford in the 1920s

Ford noticed tired employees made more mistakes (FACTORIES)

Fair Labor Standards Act limited working hours for all – signed in 1938

Practice transitioned with the workforce transition to offices

Centralize equipment – typewriters, switchboards, fax machines

Productivity and punch cards

A CENTURY LATER

Getting To Know Each Other



- What is something you would NOT know about someone until you meet them in person?
- What is GREAT about working remotely (at home or otherwise)?
- What is something you learn about a person when you see into their home?
- What is HORRIBLE about working remotely (at home or otherwise)?

Sharing Our Truths

Leah Bayer

- Preparing to start a family
- Growing a new architecture firm
- Partnering, acquiring, merging
- Caring for mom & the house
- Introvert, creative, quite seeker

Andrea Holovach

- My kids are home
- My kids are home
- Laundry
- Carpool
- Sourcing talent outside the mecca

We Are Not The Same

Caregiver

Non-Techy

Emerging Professionals

Business Leader

Digital Nomad

Volunteer

Extreme Extrovert

Table Talk

Not everyone has the same needs and experiences...

What do you have to consider to create the ideal, equitable and inclusive environment in this world?

Things to consider:

- Work hours
- Tools
- Tax and legal implications
- Security
- Communication
- Trust

The CANNOT DO List

What must be done **IN PERSON** in order to be successful?

DISRUPT and INNOVATE



2002 to 2015



2007 to 2016 to 2022

Disruption Happens

I cannot do my job without being totally professional.

I cannot build my business through partnership.

Based on the work of Charles Darwin –

“It is not the strongest of the species that survives, nor the most intelligent. It is the one most adaptable to change.”

– Leon C. Megginson, Professor of Management and Marketing at Louisiana State University at Baton Rouge

Continue the Conversation


Given all that we discussed today, how could YOU design a disruption in our industry that would make leaving the 9-5 behind better?

Andrea Holovach

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Thank you...



Leah Bayer

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