

Hello Mr. Smith,

I have recently visited ABCorp to investigate their methods. I was given a tour of the company and some of their practices were explained to me. I was really impressed with how modern they were. I was told they hire the best work organization experts because they want to stay ahead of everyone else.

One of these practices is using artificial intelligence to create the best teams possible. First, employees fill out a very detailed survey about their interests and background (the results are, of course, kept private!). Then, each time a new project is started or a need arises, the software fetches data about employees' skills and past work experience from the company database, and runs a bunch of very advanced deep learning algorithms on the data to determine who should work on this project. If it is sure it will result in a productivity increase, the software can even reassign people mid-project. The benefits are obvious : according to ABCorp's data, deadlines are met 6.28% more often and internal conflicts are resolved 6.67% faster.

Another change they recently did was to allow more flexible hours : employees can choose their: schedule freely. For example, some people start at 10AM, some work 4 days a week... This works because they are highly autonomous so the same amount of work gets done, only at a different time. You may think that this makes cooperation difficult, but there is a rule to prevent this : at least 64% of your schedule must match with your teammates'. And the benefits are huge :

- everyone can work in the way that suits them best which makes employees substantially happier, and more productive by 4.2%;
- it reduces burnout rates;
- it is highly attractive to potential new hires.

Hoping this can be implemented here.

Regards,
Maxime Huyghe