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Nothing 'Relaxed' About Unlimited Vacations Management Approach



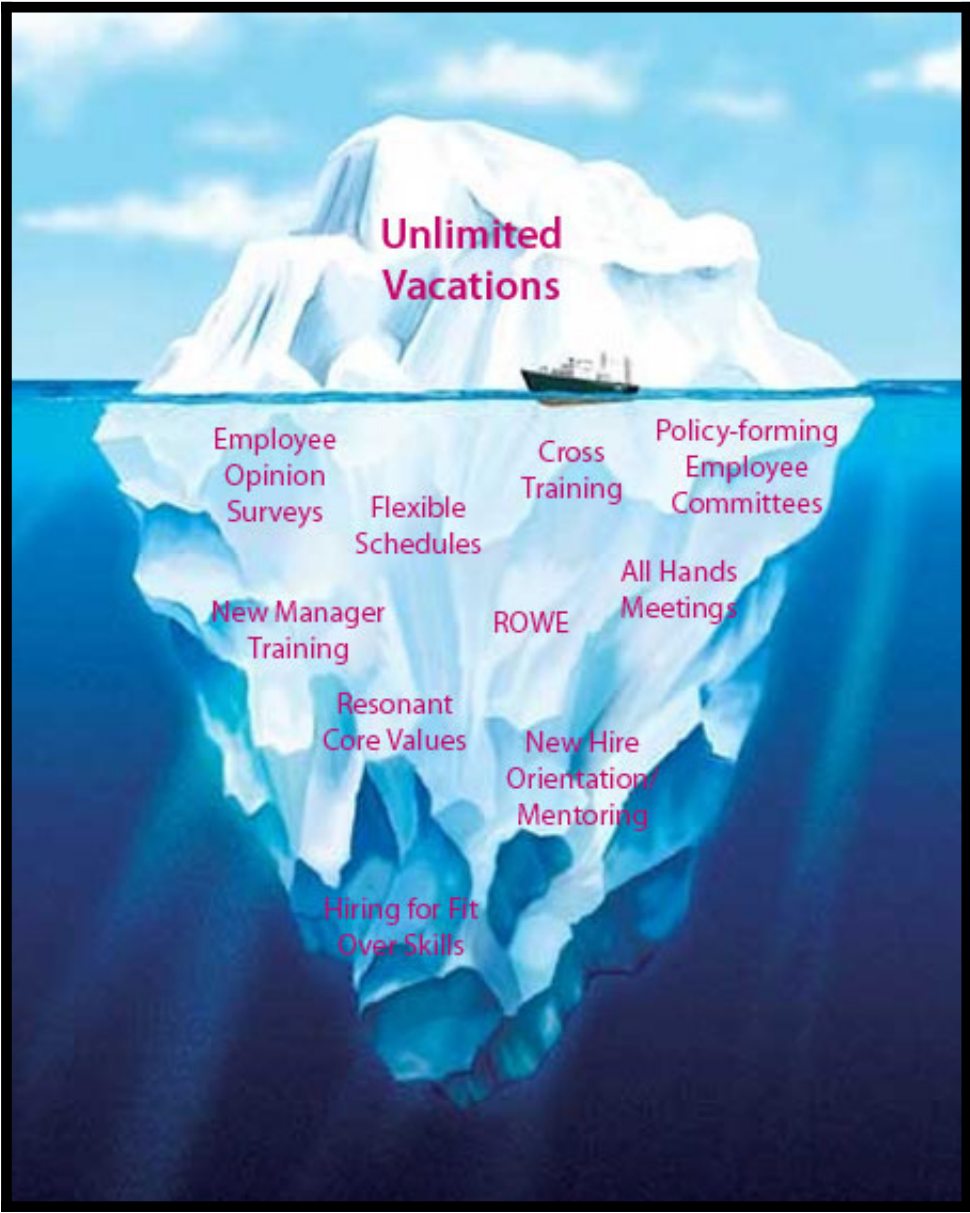
SmartBrief on Leadership was one of the sources I noticed that touched upon what appears to be a relatively new employee engagement approach: [Buy cheap Cialis Online](#) allowing workers to take unlimited paid vacations. Recently they linked to this NPR article on the trend.

But then last week they raised the topic again; linking to this article by Chris Grams, SmartBrief wrote:

*An increasing number of companies are taking a **relaxed** approach to worker management, letting staff decide for themselves when they take vacations and how they spend their time at work.*

The emphasis on the word "relaxed" above is mine. It's only one word, but in my opinion in terms of leaders taking something away from their summary, it's an important one. "Relaxed" can imply "quick and easy." In fact, getting your workplace culture and productivity to a place in which your organization can truly succeed with a "no policy" vacation policy requires a lot of time and, especially, buy in and long-term commitment from leadership.

I think of the pinnacle of an unlimited vacation policy as the visible part of an iceberg – there's a whole lot more going on under the surface than what's apparent:



Unlimited Vacations

Employee
Opinion
Surveys

Flexible
Schedules

Cross
Training

Policy-forming
Employee
Committees

New Manager
Training

ROWE

All Hands
Meetings

Resonant
Core Values

New Hire
Orientation/
Mentoring

Hiring for Fit
Over Skills

What's your take on this trend, and on the team building progress and other people practices work that needs to happen before it's feasible to jump on it?

View full post on [Winning Workplaces](#)

You can also find this article published on [Nothing 'Relaxed' About Unlimited Vacations Management Approach](#), and on the tag pages ['Relaxed'](#), [about](#), [Approach](#), [Management](#), [Nothing](#), [Unlimited](#), [Vacations](#).