

Flexible Working - an overture or a symphony ?

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Flexible Working - an overture or a symphony?

Writing the Score for this session

- What do we mean by “Work-Life Balance” ?
- What is the Government’s agenda ?
- Where does Flexible Working fit ?
- Considering Working @ Home as an option.

Flexible Working - an overture or a symphony?

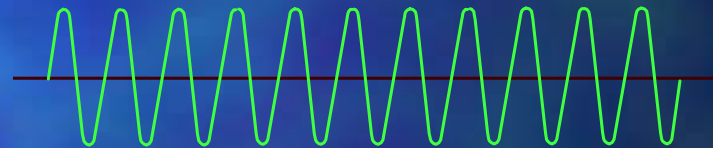
What do we mean by "Work-Life Balance" ?

- Juggling not struggling.
- Working smarter.
- Developing adult to adult culture.
- Gaining control and flexibility over when, where and how you work.
- Achieving a win! win! win!
- Challenging limiting beliefs !

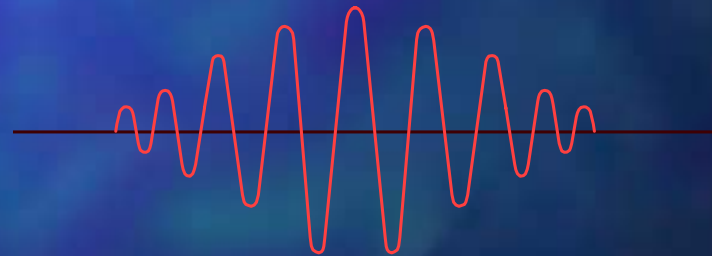
Flexible Working – an overture or a symphony?
Have you thought about.....?

Re-tuning your favourite radio station?

WIIFM



WIIFTB



Flexible Working - an overture or a symphony? What is the Government's Agenda?

The Government launched its Work-Life Balance Campaign in March 2000.

The aim is to raise employers' awareness of the business benefits of helping employees create a better balance between work and the rest of their lives.

A group of leading employers have formed an alliance, Employers for Work-Life Balance, in partnership with the Government, to promote the benefits of work-life balance in the business community.

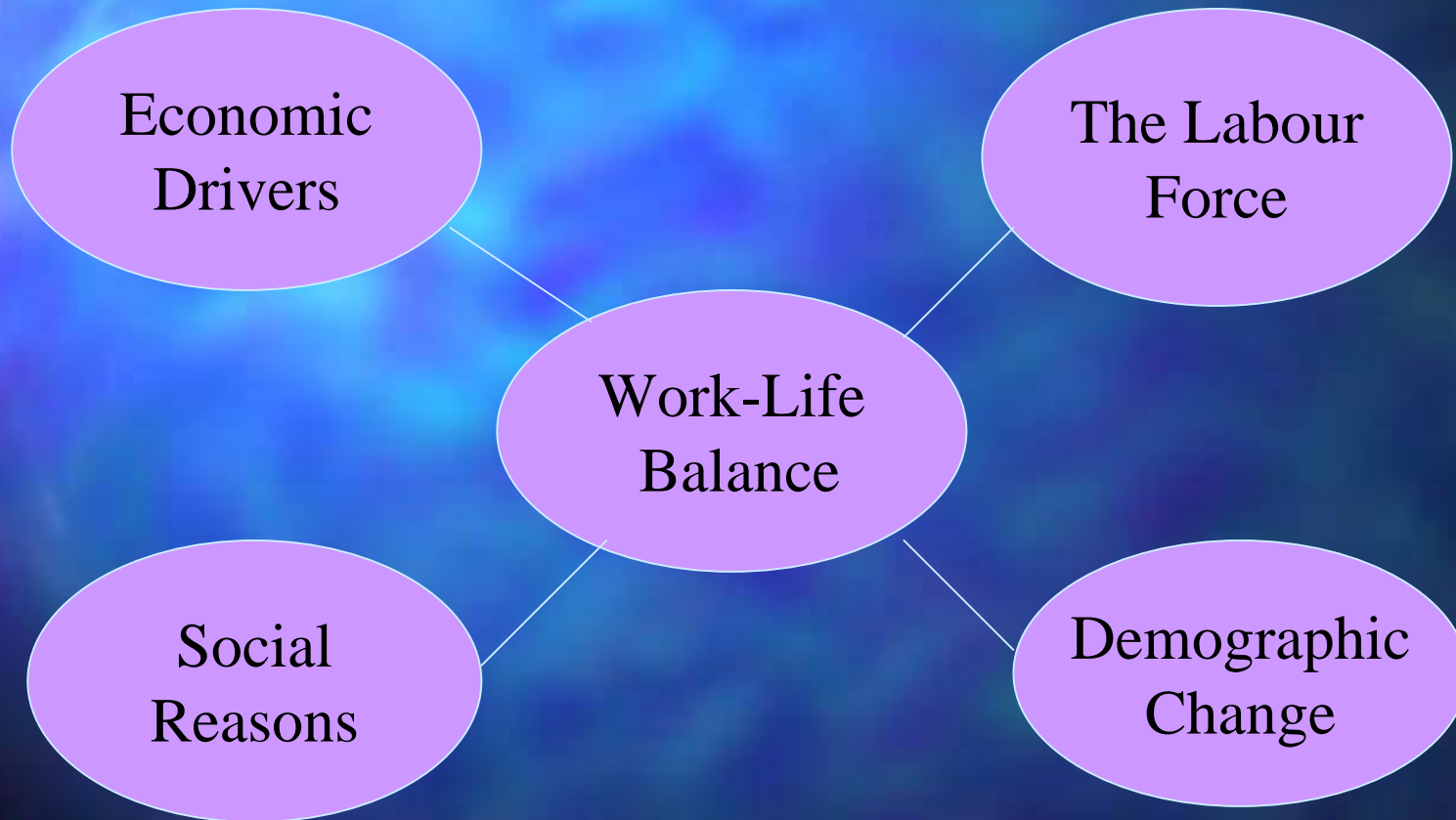
Flexible Working - an overture or a symphony? Work-Life Balance - exploding the myths!

The Work-Life Balance Campaign is
NOT.....

- An exclusive deal for women, parents or carers.
- Pigeon-holing!
- Enabling people to work less.
- A Cinderella's shoe!

Flexible Working - an overture or a symphony?

Where does flexible working fit with WLB?



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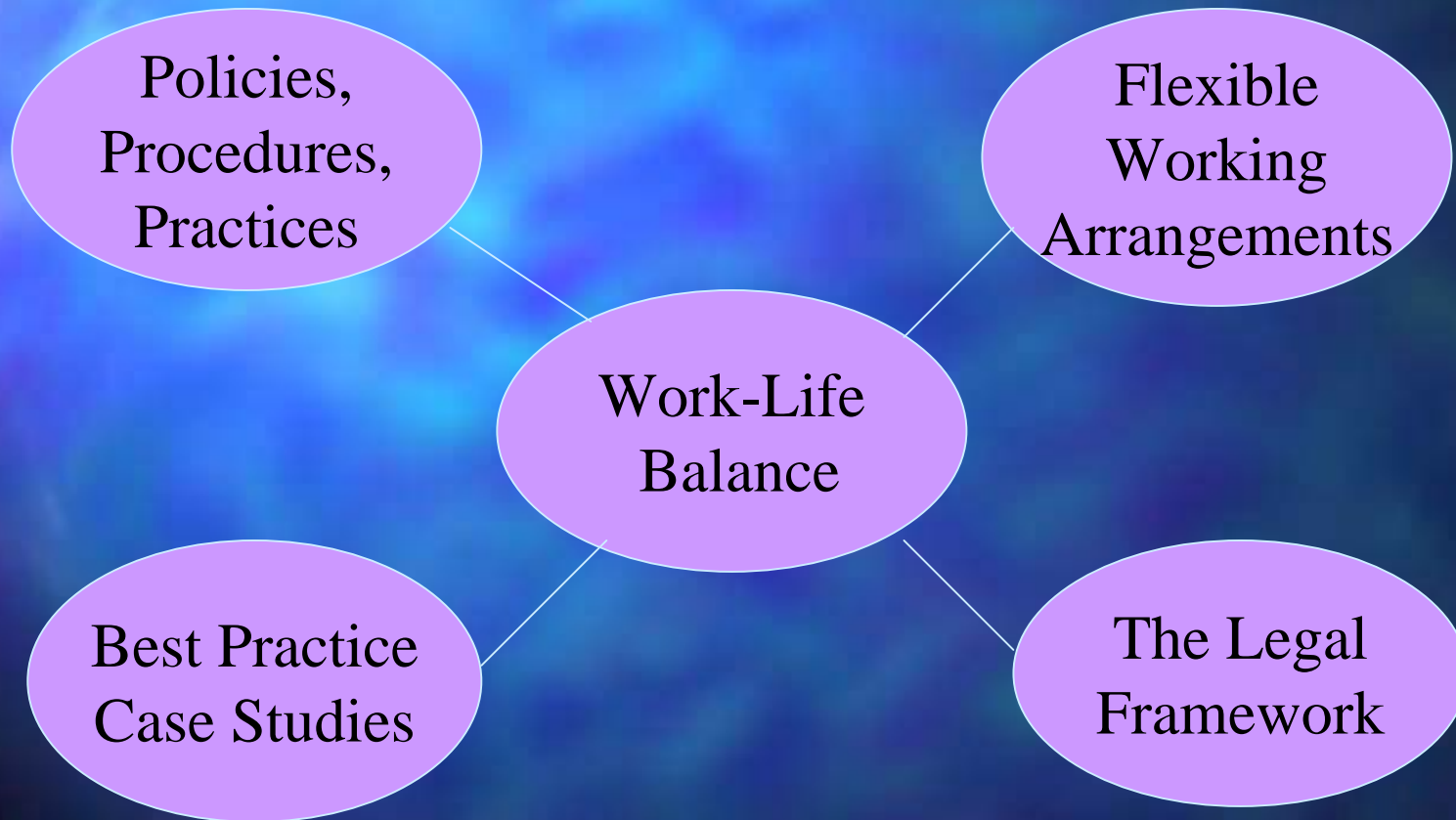
Statistics for the business case

Employee research shows that:

- 26% would like to work part time
- 35% of men and 32% of women without caring responsibilities would like flexitime
- 37% of men would like to work compressed hours
- More men than women would like to work from home

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Where does flexible working fit with WLB?



Flexible Working - an overture or a symphony?

Considering Working @ Home as an option.

Writing

- Framing the idea
- Developing the strategy

Arranging

- Shaping the project

Producing

- Delivering the outcomes
- Disseminating the results
- Enjoying the success !!

Flexible Working - an overture or a symphony?

ADVANTAGES OF WORKING @ HOME

EMPLOYEES

- Work/life balance.
- Saves time and money.
- Increases motivation and commitment.

BUSINESS

- Productivity Up
- Sickness Absence Down
- Employee retention strategy.

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Framing the idea

DISADVANTAGES OF WORKING @ HOME

EMPLOYEES

- Novelty value that wears off.
- Career prospects on hold.
- Domestic interruptions.

BUSINESS

- Management style and beliefs may differ.
- Technical support may be difficult.
- Team membership will change.

Flexible Working - an overture or a symphony?

The S.M.A.R.T approach to Working @ Home

- Set-up
- Management
- Assessment of
- Risk
- Training

Flexible Working - an overture or a symphony? The S.M.A.R.T. Approach to Working @ Home

HAVE A HUG !!!

A H.U.G. is a designated group of people with a mandate to oversee the management, monitoring and control of the homeworking process from the point where requests are submitted for approval.

Flexible Working - an overture or a symphony?

The S.M.A.R.T. Approach to Working @ Home

- **S**etting-up and **m**anaging homeworking is much more than supplying I.T.
- **A**ssessing the **r**isk to employee health and safety is a legal requirement.
- **P**roviding **t**raining, development and support is critical to successful homeworking.

BE SMART !!

Flexible Working - an overture or a symphony? Writing, Arranging and Producing.....

QUESTION?

Is flexible working a discreet, focused piece of work or a movement towards developing a work-life balance culture in your business?



ANY QUESTIONS?

