

Workplace Flexibility: A Winning Business Strategy

Presented by
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Welcome

Introductions

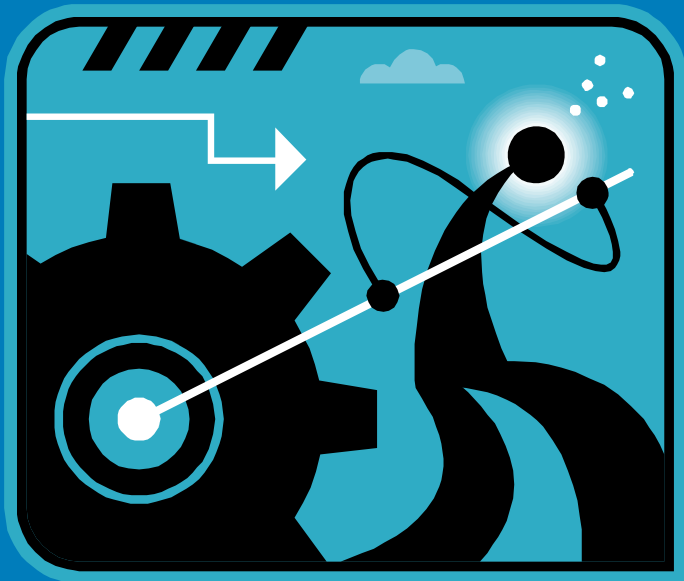
Objectives:

- ✓ Identify changes in work and workforce
- ✓ How flexible work options help meet challenges for employers and employees
- ✓ Define the range of flexible work options
- ✓ Keys to successfully implementing flexible work

True or False?



The changing relationship between work and life



Work



Lif

e

The new relationship between work and life **OVERLAP!**

Adapted from Cali Yost. Work+Life. 2004

How do you make

WORK

&

LIFE

FIT in 2010?



Workplace Flexibility: Why?

The workplace of 2010...

- ❖ Economy has changed
- ❖ Workforce has changed
- ❖ Work has changed
- ❖ Technology has changed
- ❖ People have changed

Source: Ellen Galinsky, 2008.

Research among employees shows...

- ❖ 39% –not fully engaged in work
- ❖ 54% –not satisfied with jobs
- ❖ 38% –likely to look for new job next year
- ❖ 33% –1+ symptoms of depression
- ❖ Two in five cite conflict between work/family

Source: Families and Work Institute

Business Challenges

- ❖ Productivity
- ❖ Recruitment and retention
- ❖ Employee Engagement
- ❖ Financial fluctuations
- ❖ Knowledge retention in aging workforce
- ❖ Morale
- ❖ Nimble workplace

“Workplace flexibility is a way to define how, when, and where work gets done, and how careers are organized. Flexibility is a strategic business tool to respond to the changing economy and changing workforce...Flexibility must work for both the employer and the employee. It calls for the same kind of shared responsibility and accountability as other components of an effective workplace.”

Families and Work Institute, 2006


What businesses have flexible work options?

✓ *National*

Enterprise, Intel Corporation, IBM, Ernst & Young

✓ *New Hampshire*

Image 4, Dynamic Network Services,
YWCA New Hampshire, Child and Family Services,
Hypertherm



What are workplace flexibility options?

Workplace flexibility offers employees/employers:

- ✓ Flextime
- ✓ Compressed work week
- ✓ Telecommuting
- ✓ Part-time
- ✓ Sabbaticals
- ✓ Career lattices vs. ladders
- ✓ Phased retirements

Benefits of Workplace Flexibility for Employers

- ✓ Attracting and retaining employees
- ✓ Increasing employee engagement/commitment
- ✓ Reducing absenteeism and sick days
- ✓ Increasing productivity and profitability
- ✓ Increasing customer satisfaction
- ✓ Reducing business costs

Phased Retirement: Work changes over the lifespan

Allows workers to gradually change hours/responsibilities over time, as a transition to full retirement.

Employees benefit...

- ❖ Physical, mental, financial, psychological benefits
- ❖ May want to cut back but not completely stop working

Employers benefit...

- ❖ Skilled, knowledgeable, experienced workers available
- ❖ Flexible talent pool as economy improves and demand increases, or as needed for short term projects

Telecommuting:

Work is what we do...
not where we do it

Types:

Occasional

Regularly scheduled part time

Permanent fulltime

Benefits:

- Increased productivity
- Decreased absenteeism
- Expanded customer service
- Reduction of energy use, commuting, recruitment and retention of employees

Telecommuting




Telecommuting View 2



Telecommuting View 3



Implementing Flexibility

- ❖ Identify business needs and objectives
 - ❖ Identify employee needs and interests
 - ❖ Develop plan that addresses both employee and business needs
 - ❖ Understand the perceived barriers to change. Avoid the landmines.
 - ❖ Sell a plan with focus on outcome and measuring outcome.
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Implementing Flexibility

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- ❖ Have an internal champion in senior management.
- ❖ Make policies to define specific parameters of use.
- ❖ Consider doing a pilot project
- ❖ Train supervisors and employees

Survey



Survey



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