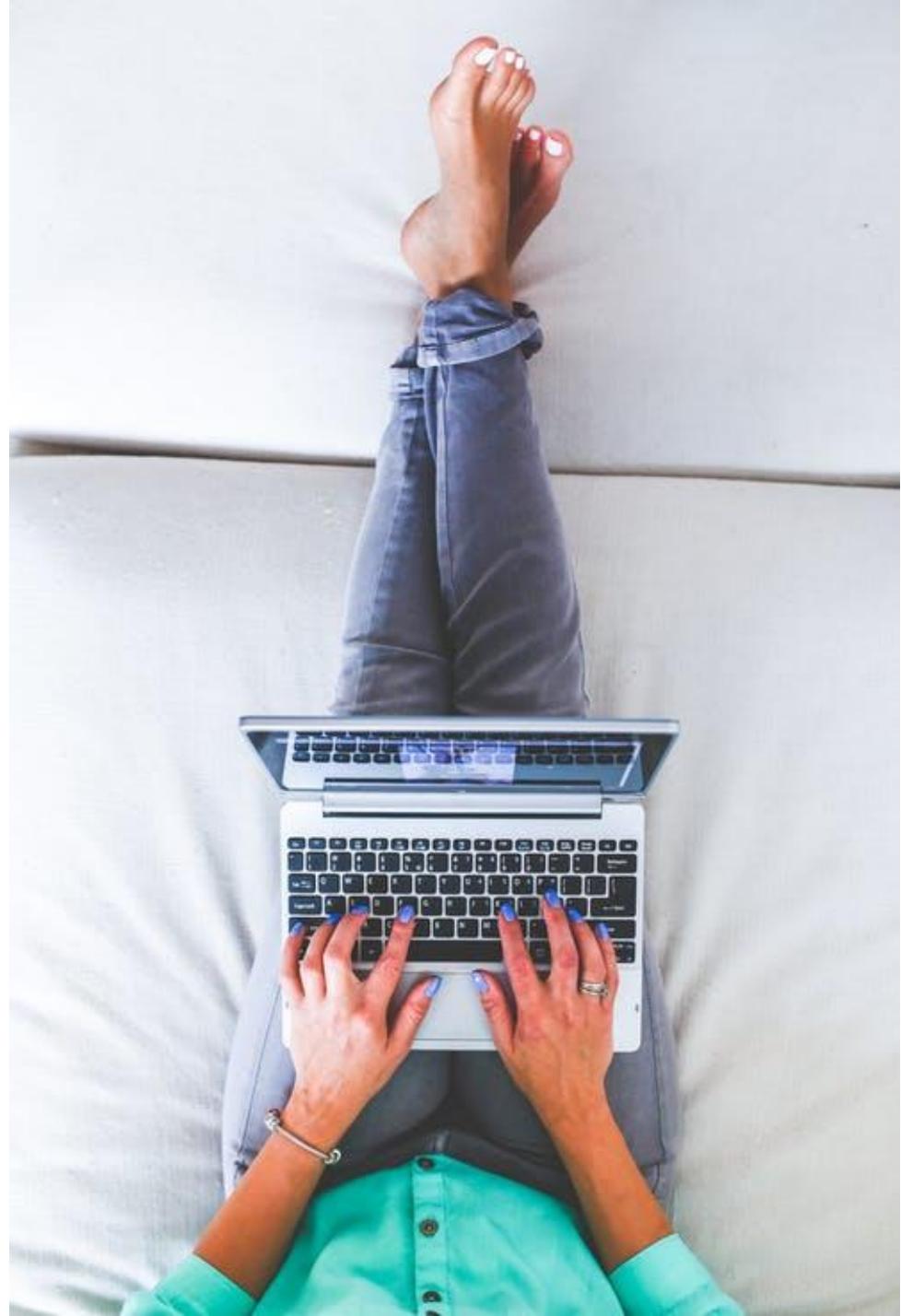


Gemma Dale

@HR_Gem

FLEXIBLE FUTURES?



*The biggest
flexible working
experiment ever?*



Home working

≠

flexible working



Inclusion

Sustainability

Talent

Wellbeing

Engagement

Performance

Barriers

- **Culture**
- **Technology**
- **Bias / stigma**
- **People managers**
- **Framing**
- **Human Resources**
- **Statutory Framework**

The ideal worker

- Works hard
- Full time
- Present in the office
- Engaged – loves their job
- Few outside commitments



BUT.....

- It's for mums and parents...
- Flexible workers aren't as committed
- Flexible workers are hard to manage
- Flexible workers create more work for others
- Flexible workers will skive
- It's not for all roles



What about
the micro
manager?



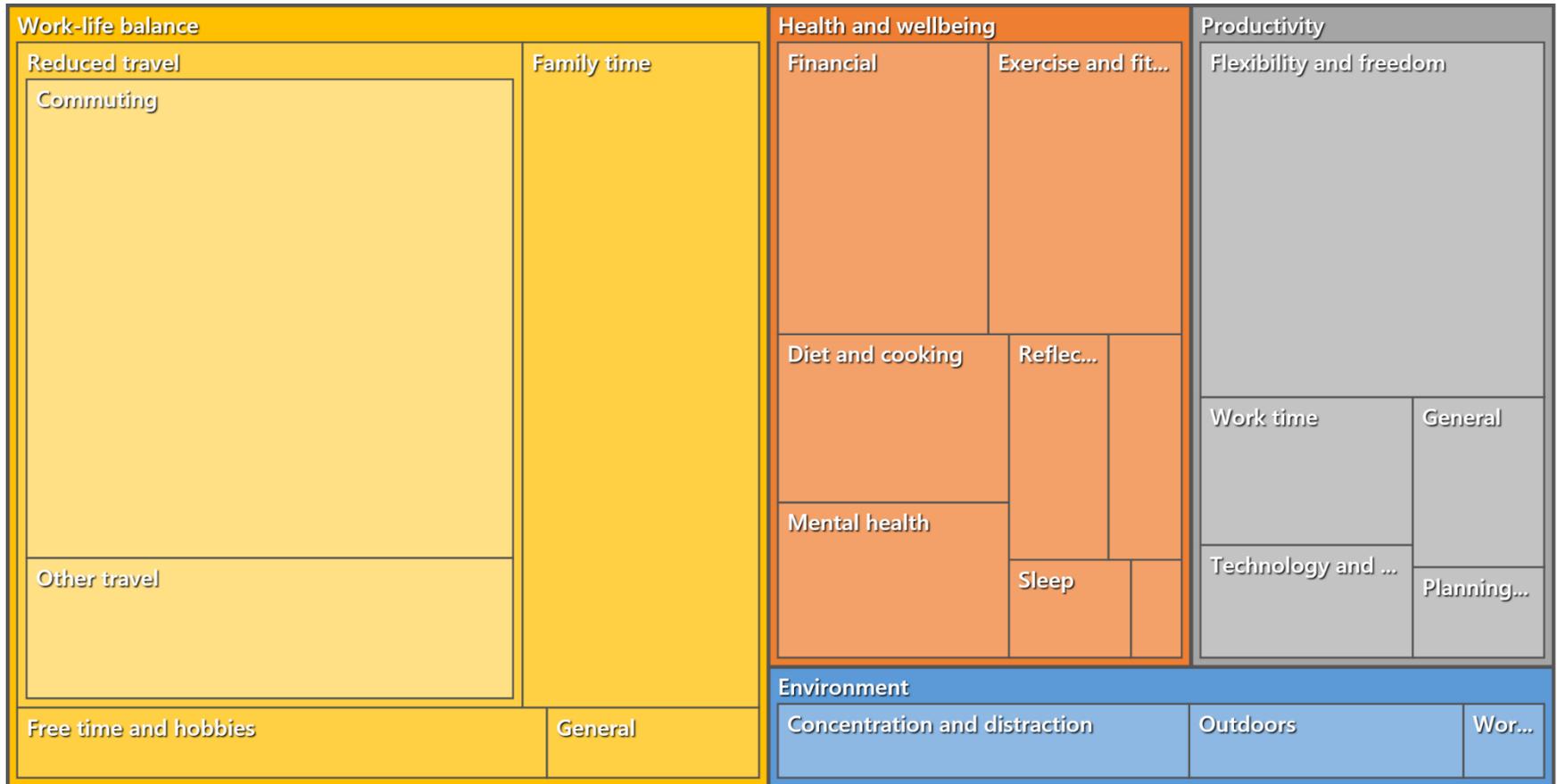
Possible futures



?



Biggest Benefit of WFH



What people want to do differently

Work-life balance		Work and organisation			
Work from home more	Travel less	Flexible working	Change culture		
	General	Virtual meetings	Workspace design...		
	Family		Team interaction		
		Health and wellbeing		Nothing or return	
		Wellbeing and fitness	Ro...	Return to office	
				Nothing	

The Flex Spectrum

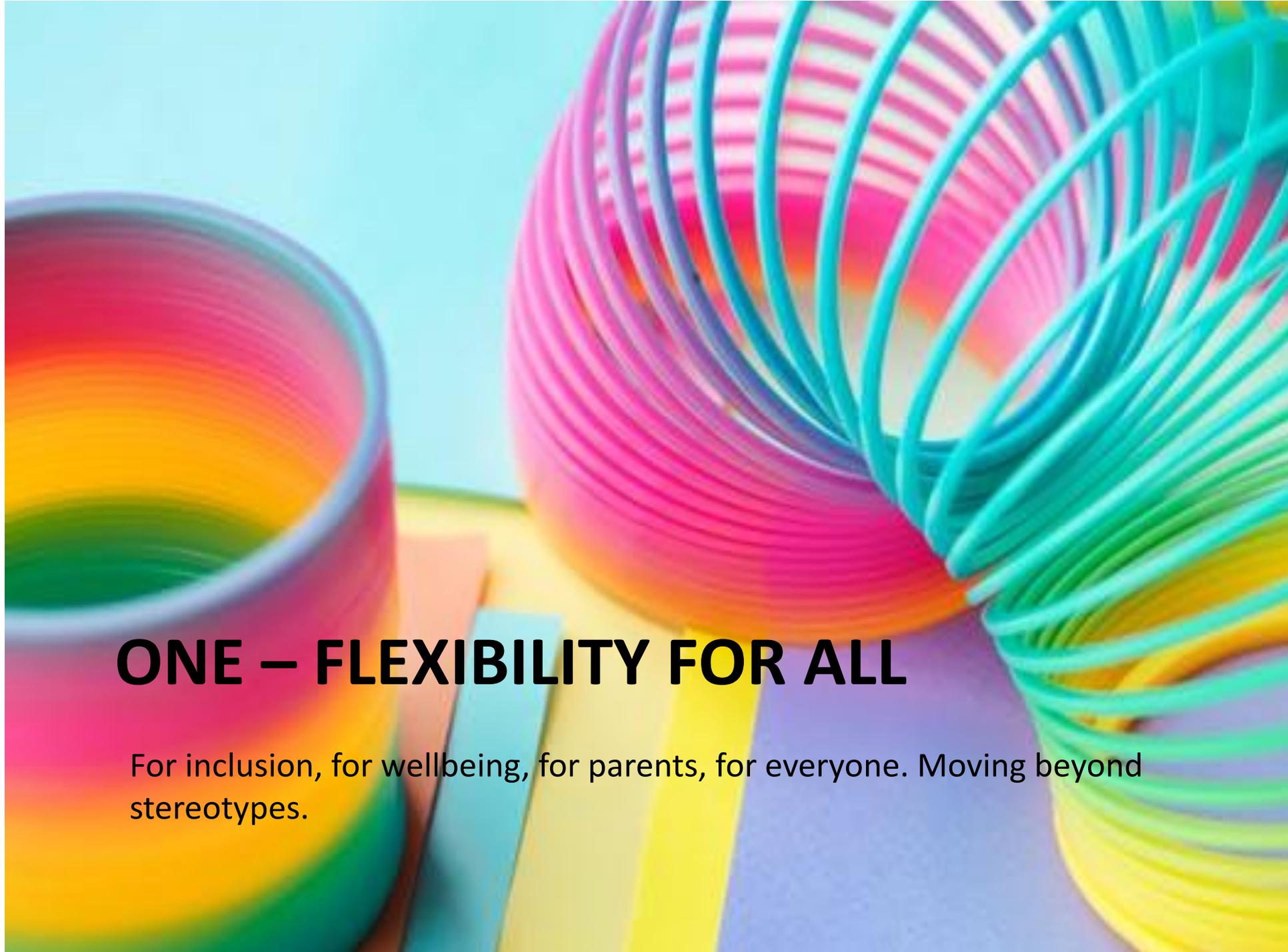


I've made a flexible working request under the flexible working policy to formally reduce my contractual hours from 37 to 30 and work from home one day per week. This has allowed me to reduce my commute and get a better work life balance.

I can make the decision on a daily basis where I can do my best work. Sometimes this is at home, other times its an office. I work at times that fit my other commitments and personal energy.

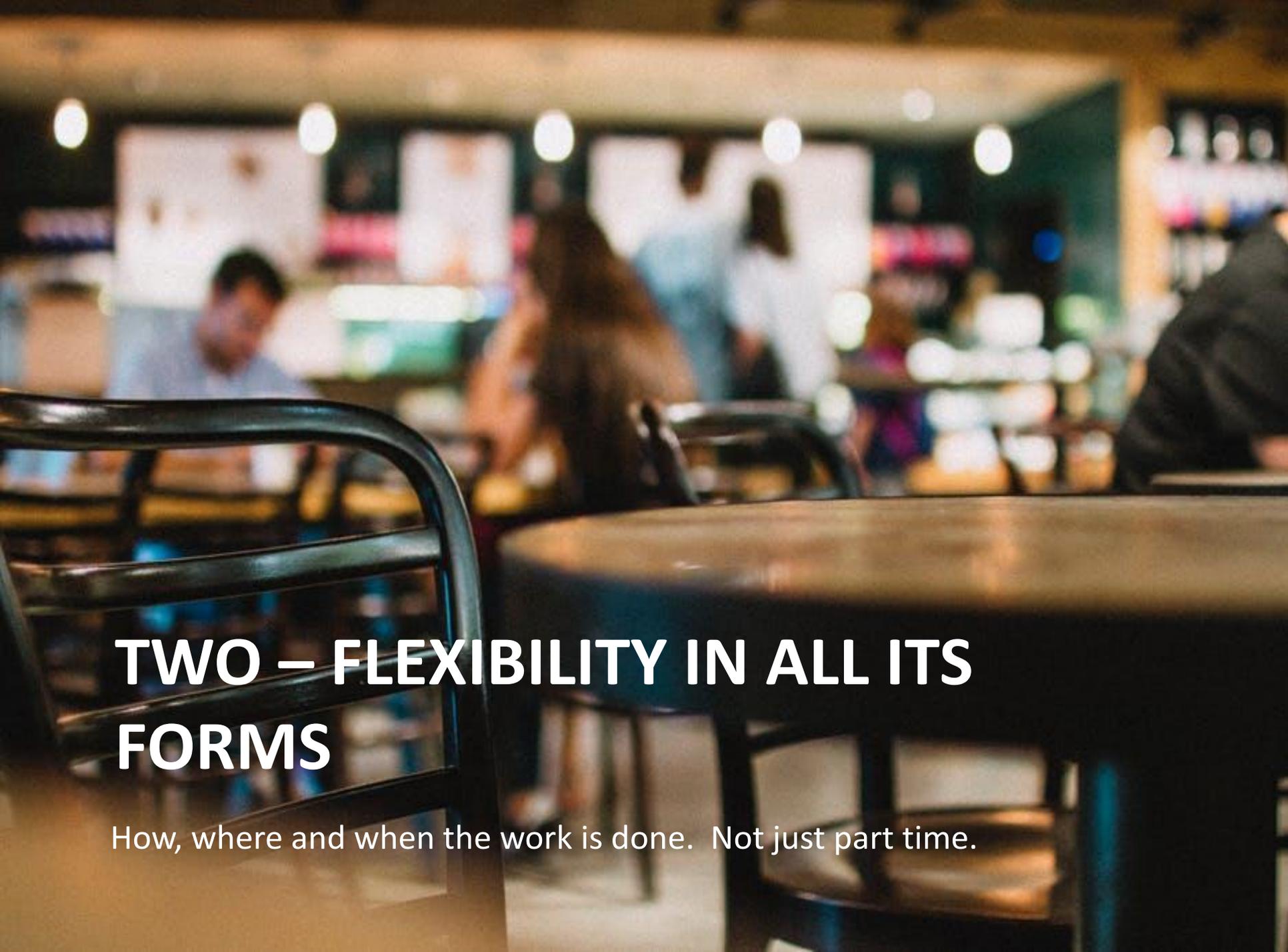
The 6 Elements of a Flexible Workplace





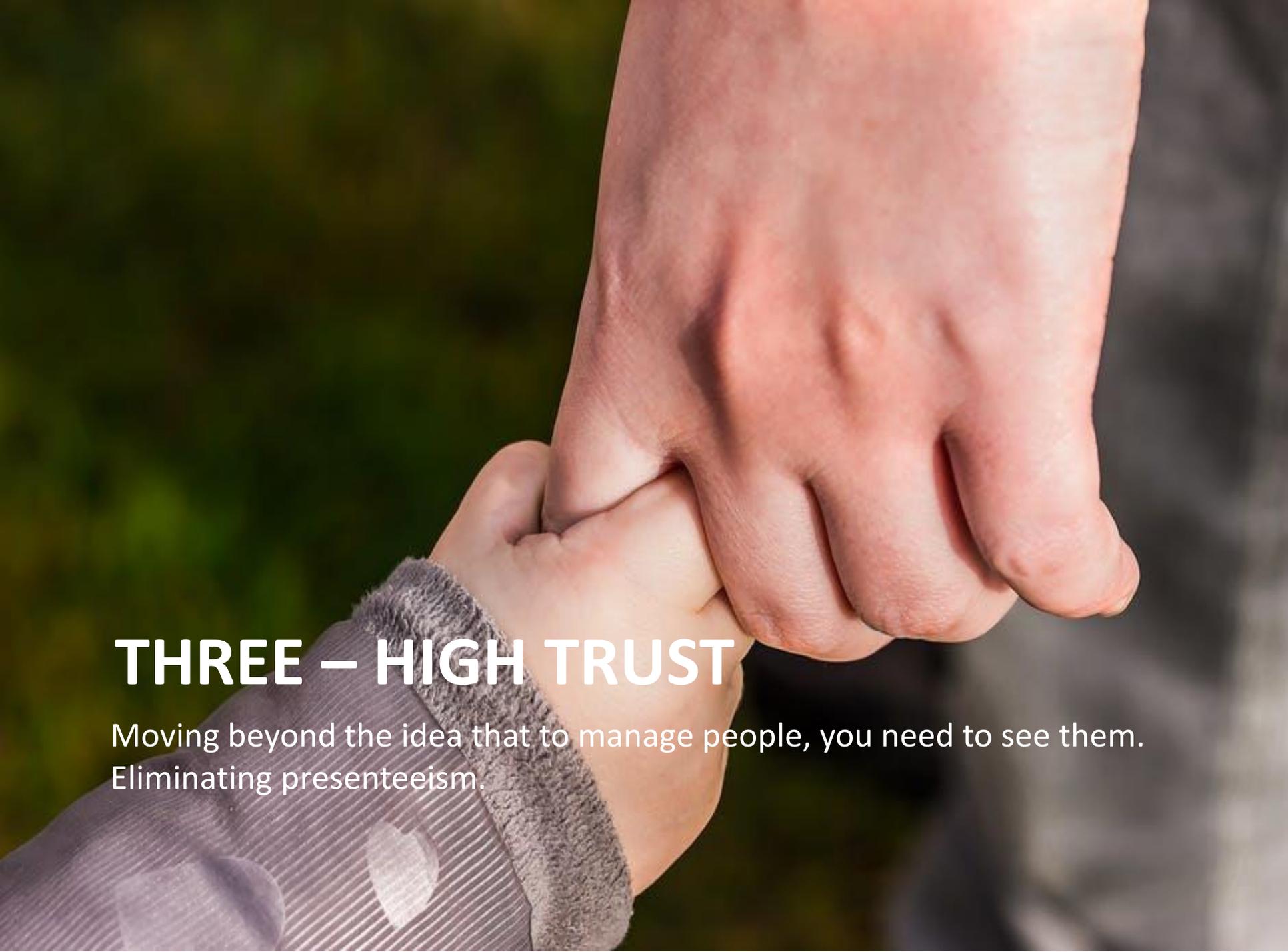
ONE – FLEXIBILITY FOR ALL

For inclusion, for wellbeing, for parents, for everyone. Moving beyond stereotypes.



TWO – FLEXIBILITY IN ALL ITS FORMS

How, where and when the work is done. Not just part time.

A close-up photograph of two hands shaking in a firm grip. The hand on the left is wearing a grey, ribbed sweater cuff. The background is a blurred green and grey, suggesting an outdoor setting. The lighting is natural, highlighting the texture of the skin and the fabric.

THREE – HIGH TRUST

Moving beyond the idea that to manage people, you need to see them.
Eliminating presenteeism.

FOUR – MANAGERS AND LEADERS WHO ENABLE

Open minded. Understand
the benefits. Role model.
Check their bias.



yes.



FIVE – EFFECTIVE POLICY

Beyond the statutory minimum. Guidance that supports. Tone matters. Moving away from family friendly. Complementary policies. Clear flexpectations.



SIX – TECHNOLOGY

Having it and using it – and training people on it

Stubborn^b

on
Vision

Flexible

on
Details.

Determine strategy and vision
Put benefits at the heart
Communicate and communicate
Review policies
Provide tools
Train people managers
Find role models
Promote options

You need.....

A plan for now
A strategy for the future



THINK
ABOUT
THINGS
DIFFERENTLY