


CIRCLE
OF PEERS



Cullen Scholefield

Space to

- Share
- Formulate
- Inform
- Network



INVESTORS
IN PEOPLE

Gold

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Cullen
Scholefield

The People Consultancy

Established 1986

What is Circle of Peers?

The most important aspect is to create
SPACE for you..

To:

- Share
- Formulate
- Inform
- Network

So here goes....



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Three ideas...

- Work Smart - How to...
- Work Flexibly - Why..?
- Flexible Working - Legal eagle stuff..

Work Smart

- What do I mean by this phrase?
- Clarity
- From a management perspective it is about letting go
- What is interesting in this area?

Work Smart

- Tactics to cope with the never ending onslaught of distractions
- Go easy on yourself.....

Smarter workplace

- Our world of work is changing
- Concept of Workspace Zones
- Bricks, Bytes and Behaviour

Working flexibly

We will have no option but to...

Essential reading

- The Benefits of Flexible Working
 - Future of Work Report August 2012
- Future-proofing business through flexible working
 - CIPD Senior Diversity Network July 2013
- Flexibility or insecurity? Exploring the rise of zero hours contracts
 - The Work Foundation August 2013



Changing context of work

- **Advanced technologies**
- **New societal values**
- **Changing demographics**
- **Rapid globalisation**



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Changing context of work

Advanced technologies

- More complex work
- Increased collaboration
- Disrupting hierarchies

Changing context of work

New societal values

- A demographic push
- Autonomy and choice

Changing context of work

Changing demographics

- Older workers
- Multiple generations
- Generation Y

Changing context of work

Rapid globalisation

- Customer expectations
- Sustainable growth



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CIPD Senior Diversity Network

Five questions were posed to the group

- Insights
- Evidence
- Open-minded
- Employer interventions



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CIPD Senior Diversity Network

Insights

- *‘How operational pressures and culture block progress. Culture is always going to be the biggest barrier to overcome. Small organisations have to take things a step at a time.’*
- *‘If you want to be successful in business now you need to do things in a very different way.’*

CIPD Senior Diversity Network

Insights

- *‘With agile working and more autonomy, employees may even end up working longer hours. That’s the spin-off benefit and it’s an easier sell-in to a company.’*
- *‘Work smarter not harder. But if you work smarter you will be given more to do.’*



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Evidence

‘When you talk about autonomy employees feel they have control over their hours. We can see when they are allowed greater control over their working lives and greater flexibility, employees are responding with greater job satisfaction.’

(Sarah Jackson, CEO, Working Families)



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Evidence

‘Hard facts are critical. We’re struggling to turn flexible working into a cost benefit. You can only do this if you have hard data.’



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Open-minded

‘Unlike recessions of the past, this recession has impacted businesses more widely.’

‘We have to be more open-minded about the challenges we face and what we are in danger of losing. We’ve got to do medium- and long-term planning. It’s not just about the short-term bottom line; it’s about what the business needs to look like in the future to be sustainable.’



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Employer interventions

‘Clients and customers need to be told that they won’t get the same level of service in the same way they were used to in the past. They need to know that the same employee can’t be available to them around the clock. We will have to find better ways of matching service expectations.’



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CIPD Senior Diversity Network

Employer interventions

‘If people know they can go for it (flexible hours), they might decide to follow up options and present solutions to their line managers to consider. Ones that would work for them, the job they do and fit in with team needs as well. Everyone would win.’



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Flexible Working

People professional's working lives are going to get more complex as we grapple with concepts of fairness and our people's expectations

We will need all our skills to keep the show on the road.

So what is flexible working?



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Flexible Working

- Part time
- Flexitime
- Compressed hours
- Annual hours
- Staggered hours
- Job Sharing
- Zero hours
- Working from home
- Phased retirement
- Parental leave
- Adoption leave
- Time off for family and dependents
- Compassionate leave

So now over to you..



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