

Flexibility: Make it Work for You



Flexible Work Schedules

- Respect individual needs while emphasising the requirements of delivering optimal customer service and growing the business



"Someone calling themselves a customer says they want something called service."

Flexible Work Schedules

- Employees and managers need to partner together to find a solution that will enable effective management of both



Flexible Work Schedules

- Greater pool of talent
- Retain high performing, experienced employees
- Hard to fill roles also become easier to fill with a range of employment options
- Strong correlation between flexibility and higher levels of employee engagement and flexibility
- Reduced absenteeism and higher employee satisfaction among employees



Flexible Work Schedules

- Flexible work schedules can be a creative tool for managers to design schedules that better meet business needs



Ensuring Success

- Focus on business objectives
- Determine the impact of flexible schedules on co-workers and customers
- Consider the nature of the job
- Measure performance by results, not presence
- Communication of work schedule
- Regular Reviews

Options

- Purchasing additional leave and salary sacrifice the payments
- 19 day month
- 9 day fortnight
- 4 day week
- Reduce working hours each day
- Working from home



Real Stories

- Chief Actuary returned from maternity leave in Head of Strategy & Finance role working 3 days/week
- Forensic Accounting Manager works 4 days per week to spend time with young daughter in her formative years
- Senior Project Financial Analyst works 9 day fortnight whilst completing CA
- HR Manager works 4 days in office and 0.5 day from home each week

