

Brief: Flexible Working – how it makes sense for employees and employers

Flexibility Breeds Content

Things are looking up. In a recent survey by the British Chambers of Commerce, more than half of firms (54%) expect to increase their workforce over the next year.

So what are you doing to attract, recruit and retain the best people?

About a third of those businesses (38%) now offer flexibility and remote working arrangements. Harvey John is no exception. Like us, these companies found that looking after the wellbeing of their staff improves productivity. This is good for business and good for growth.

Where to start

First, you need to have an open mind. Identify the needs of the business and your employees, but most of all your clients. Can you offer longer opening hours? Are their peaks and troughs which you can resource in a different way to give better service? Could you save space, make better use of equipment ... save money?

Then it's all about communication. No one size fits all, of course. The secret is to have a sensible conversation and come up with an arrangement to suit all. Set clear objectives and agree what needs to be achieved and by when. What meetings do they have to attend, or can they join in via a conference call? Turn your focus from hours worked to performance and outcomes.

In fact, it's not for everyone

Some people find it a lonely experience. And those that struggle with the idea are not the kind of people who want it anyway. An experiment featured in the [Harvard Business Review](#) found that actually it was the higher performers that liked it better. The more distracted preferred to stay in the office away from the temptations of the fridge and TV.

Not just parents and carers

More and more people are looking for flexible working arrangements. Even graduates are beginning to expect it as the norm rather than the exception. When you think about it, it is just one part of the employment offer, like pay.

Let's make it happen

It needn't cost you the earth, if anything. Perhaps a dedicated server can allow staff to access your systems from their home computer. And it doesn't have to be for ever. Flexibility is the name of the game, if you have to change the plan, come to another arrangement.

We can help you prepare and negotiate tailor made contracts to make it work for your business. So give us a call today, we're happy to help.

It's 2015 and we need ways to make modern life work. It's time to trust your staff. You'll probably find you'll get a lot more in return.

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