



## Flexibility with Fairness

### Aim:

Effectively supporting teams exploring new ways of working

Many team members have moved towards greater flexibility in their working patterns – most have not resulted in formal contract changes.

As we now consider greater flexibility in the longer term, how do we ensure that we, as line managers, are handling different requests fairly, ensuring that service delivery is maintained to a high standard and team members are engaged and motivated?

### Outline:

The session covers these key areas:

- Recognising the impact of formal versus informal arrangements for flexible working on engagement and performance
- Understanding the importance of focusing on flexible role design, and how it can be used as an anchor for flexible working decisions
- Enabling individuals to have greater ownership and awareness of their flexible working requests
- How to look at flexibility from a team perspective
- How to begin to address the impact of a two-tiered workforce

### Outcomes

To equip managers to best support their team members in developing flexible working arrangements, this interactive webinar shares research findings and provides simple practical tools to equip managers to explore flexibility versus fairness with confidence.

All participants will identify steps they can take to implement the learning from this session, to support staff members practically and/or reflecting on their own actions and the mindsets which might underpin these.

### Duration:

2 to 3 hours

### Delivery Approach:

An on-line workshop using MS Teams. For alternative platform options please contact WME at [info@wmemployers.org.uk](mailto:info@wmemployers.org.uk)

### Audience:

Managers and Leaders

### Delegates:

Up to 15 delegates per session.

### Investment required

#### Virtual delivery

**WME Member:** £650 + VAT

**Non-WME Members:** £780 + VAT

For face to face delivery costs please contact [info@wmemployer.org.uk](mailto:info@wmemployer.org.uk)

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