



A programme that will equip and empower your teams to build bespoke team charters for flexible working that will accelerate a culture of inclusivity, trust and high performance for your business.



Demand from candidates and employees shows a convincing trend in expectation that a variety of flexible ways of working will be available to them\* in the future, so getting flexible working right has become a top strategic priority for companies wanting to create a stand-out employee experience for their talented workforce.

Overcoming the very real challenges highlighted by the pandemic when it comes to flexible working, such as wellbeing, overwork\*\*, proximity bias and overwhelmed and underconfident managers has become an imperative. So how do you move to a culture that measures and values outcomes over hours worked? How can you ensure your managers are supported and equipped to successfully lead dispersed teams of people working at different times and in different locations? And, crucially, how can you avoid a two-tiered workforce culture that favours office-based roles and ensures everyone has a genuine variety of options for working flexibly, even when they can't work remotely?

### **Flexpro is proven to:**

- Connect your people so they enhance trust, communicate better and supercharge wellbeing
- Improve employee retention and talent attraction
- Motivate your workforce, enhance productivity and drive exceptional business performance

### **Outcomes include:**

- 87% of participants feel more able to work in ways that suit their lives
- 26% increase in productivity
- 64% say trust is increasing
- 70% feel flexibility is more accepted both inside and outside the team



**Using the Flexpro programme, your teams can collaborate to build a shared understanding of the chosen approach to flexible working by creating a bespoke framework that works for them based on their roles and what they need to deliver for the business.**

**Flexpro addresses both sides of the coin:** it shows individuals what they need to consider when thinking about flexible working, and it supports team leaders and managers with practical advice and guidance on how to develop and implement a charter that delivers real benefits for everyone.

## **How Flexpro works**

Flexpro is a virtual learning programme, hosted through your own Learning Management System (LMS). It provides all the information, templates and resources for leaders and managers to use our proven methodology with teams to create their own bespoke team charter for flexible working, all in a flexible way that allows them to work at a pace and at times that suit them.



## Your commitment

Flexpro is priced on a per user basis and has no shelf life. The programme can be revisited as many times as each team feels is beneficial to them, and they can review and adapt their team charter as the needs of the team evolve and new members join.

## Want to know more?

To talk to us about how Flexpro could accelerate the widespread adoption of a truly flexible and inclusive working culture within your organisation, reach out to Madeleine Cole at [madeleine.cole@venturebusiness.london](mailto:madeleine.cole@venturebusiness.london).

\*A 2021 study by The TUC found 82% of UK workers want to work flexibly in the future. The most popular forms of flexible working desired are remote working, flexi-time, and part-time work but workers would also like job sharing, annualised hours, term time only working, compressed hours and mutually-agreed predictable hours to be made available to them. The IWG Global Workspace Survey 2020 found that 83% of candidates would choose a job that offered flexible working over a job that didn't.

Research by ACAS and YouGov, July 2021 found that 55% of employers expect an increase in staff working from home or remotely part of the week and 49% expect an increase in staff working from home or remotely all week. A study by Microsoft and YouGov found that 56% of employees are happier as a result of increased workplace flexibility gained during the pandemic.

\*\* A 2021 study by Microsoft and YouGov found 1 in 3 employees reported an increase in their working hours, and 53% say they feel pressure to be available at all times.

