

“Workplace flexibility” is the catch phrase for 2015. Economic change, technological advances and new attitudes toward traditional employer and employee roles have made the workplace a very different place than it was a decade ago.

In Annabel Crabb’s recent release “The Wife Drought”, she talks not only about issues facing mothers returning to work, but also husbands who struggle to secure greater flexibility in their working lives to participate more at home. There is also the issue of those without family who look for flexibility whether it be a career break, continuing further study or pursuing a hobby.

As more and more candidates shun the Monday to Friday, 9-5 work pattern to seek an ideal balance of work, lifestyle and family, what can you do to nurture an environment that incorporates choice, versatility and understanding?

[Click here](#) to read on about the pressing issues regarding flexibility and a very successful case study.

For employers, there are certainly advantages. Introducing flexible work practices can enhance morale and decrease stress, improving productivity, motivation, commitment and employee retention.

On discussions with a number of clients, one alarming trend has arisen, and it is key to flexibility working. Employers inherently don’t trust their employees. Is this true in your workplace?

For one of my clients, who returned to her workplace after each of her three maternity leave periods, the flexibility provided by her employer was like “having her cake and eating it too”.

As a team leader, she was inspired by the opportunity to balance school, kids’ sport and work, so she commenced trialling a “work from home” option and flexible work times with her team for three months.

So far it’s a success, enabling her to stay ahead of her competitors and keep her team together.

She goes so far as to say that in her experience, *“workplace flexibility is often directed at working mums, but only two thirds of my team are parents. Others in the team have used the new arrangements to be at home to work around contractors, drop pets at the vet or fit in a round of twilight lawn bowls in summer. Whatever the reasons, so far the system has not been abused, the team has taken less sick leave, and they have turned down job offers when approached. Many are even more productive from home.”*

Read more about her experience here.

http://inspiredpeople.com.au/flexibility-in-2015/?preview=true&preview_id=133&preview_nonce=72c94a9425