

Flexible working during and beyond Covid-19



Welcome

Home Schooling and Working from Home – Top Tips



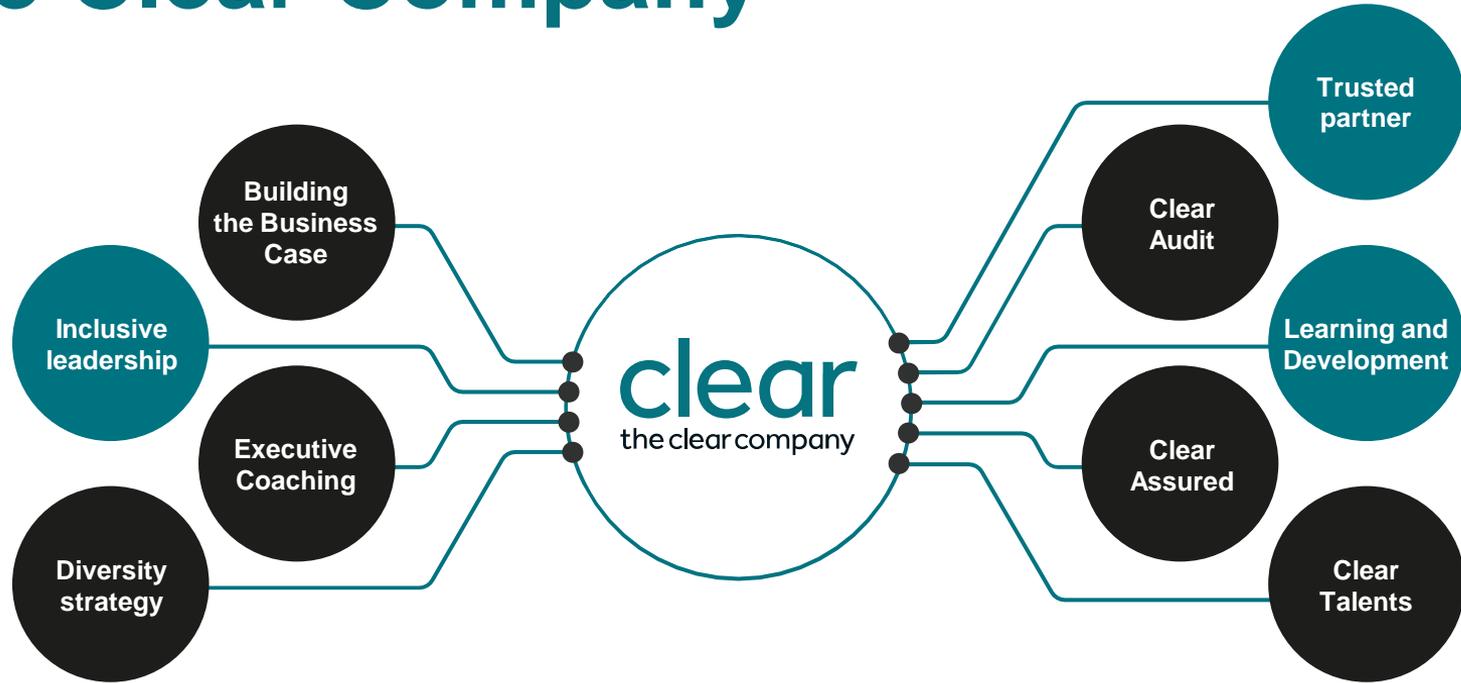
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The Clear Company



Agenda

- Supporting managers to establish trust-based relationships in the Covid-19 world
- Balancing the needs of parents and carers with work outputs
- Supporting mental health whilst homeworking
- How do we start to prepare for a post Covid-19 world from a flexible working perspective?

Context

Research tells us that pre-Covid-19...

75% of employees want to work flexibly but only around a quarter have that opportunity

More than **50%** of managers would not be comfortable with their teams working from home

Establishing Trust

- Trust is a key trait of an inclusive leader
- Trust is tested more than ever in a home working situation
- We will all know tales of ‘the ones who got caught’:



Establishing Trust

Tendency to micromanage because of previous bad experience and cause for mistrust



The level of trust in the employee – manager relationship can be very low



Managers have to let go of the culture of presenteeism and work effectively with their teams

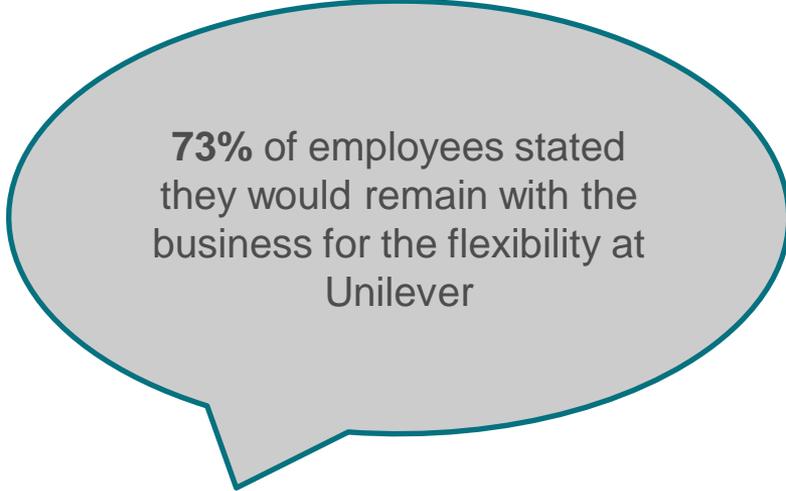


Selling the inclusion benefits

Research upon research has demonstrated that productivity levels increase when working more flexibly:



84% of managers reported being more productive when flexible working was first introduced at Vodafone



73% of employees stated they would remain with the business for the flexibility at Unilever

Innovating and Disrupting Post Covid-19'



There is a glimmer of hope that Covid-19 may accelerate a journey towards inclusive flexible working that would otherwise have taken many year.



Top tips for managers

1. Start from a position of trust and support – don't fall into the trap of micro-managing your team because you cannot see them



2. Check in and ensure communication lines are open – a regular virtual coffee meeting is a great way to do this

Top tips for managers

3. Resist the temptation to keep checking in, however, as this will be intrusive



4. Continue with usual performance and appraisal processes
– continue to coach your team and give feedback and recognition

Top tips for managers

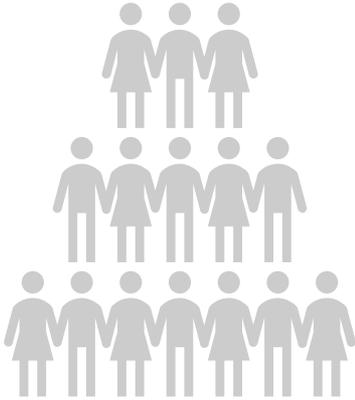
5. Do not stop if you happen to have any disciplinary, grievance or bullying / harassment cases to manage – it is important that the values and standards of the organization are maintained



6. Ensure that any adjustments provided in the office are available at home

Top tips for managers

7. Be flexible wherever you can. Employees may be balancing childcare/carer and work responsibilities so working hours may vary



8. Lead from the top. Set an example of what is expected; for example, if you're suggesting employees take regular breaks, take regular breaks.

Top tips for managers

9. Give employees the platform to voice their concerns or troubles working from home.



10. Minimise excessive job demands and support boundary management. Employees shouldn't feel they need to work 9am-10pm.

A woman with long dark hair is seen from behind, carrying a young child on her shoulders. They are standing in a field of tall green plants, possibly corn, under a bright sunset sky. The sun is low on the horizon, creating a warm, golden glow. The woman is wearing a light-colored jacket and a white knit beanie. The child is wearing a pink jacket and a white knit beanie. The child's right hand is raised, pointing towards the sun. A diagonal line divides the image from the top-left to the bottom-right. The left side is dark, and the right side is bright. The text 'Parent Cloud' is overlaid on the dark side.

Parent Cloud

Helping Parents Thrive



Balancing the needs of parents & carers

16M

Parents & Carers currently juggling
working and caring



What's your approach?



What will the long-term impact of
those decisions be?



How businesses can emerge
unscathed, from a people
perspective, with higher performing
teams and increased engagement





*What is the impact on
mental health of home-
working?*

Work 'Grazing'
and anxiety
levels

Negative
impact on
engagement

Lack of
activity

The number of
Therapy sessions
booked on our
platform has
doubled since Feb

Feelings of
isolation

More than 33% of
Mothers and 22% of
Fathers experience
mental health issues



Supporting the Mental Health of your employees while homeworking and at times of crisis



Increased flexibility in terms of objectives, deadlines & scheduling



Automated prompts to encourage breaks, downtime and activity



Top down culture of openness and transparency particularly with regards to mental health



Remote, social activities and non work-related team bonding



Easily accessible, high quality third party mental health support



A focus on general wellbeing

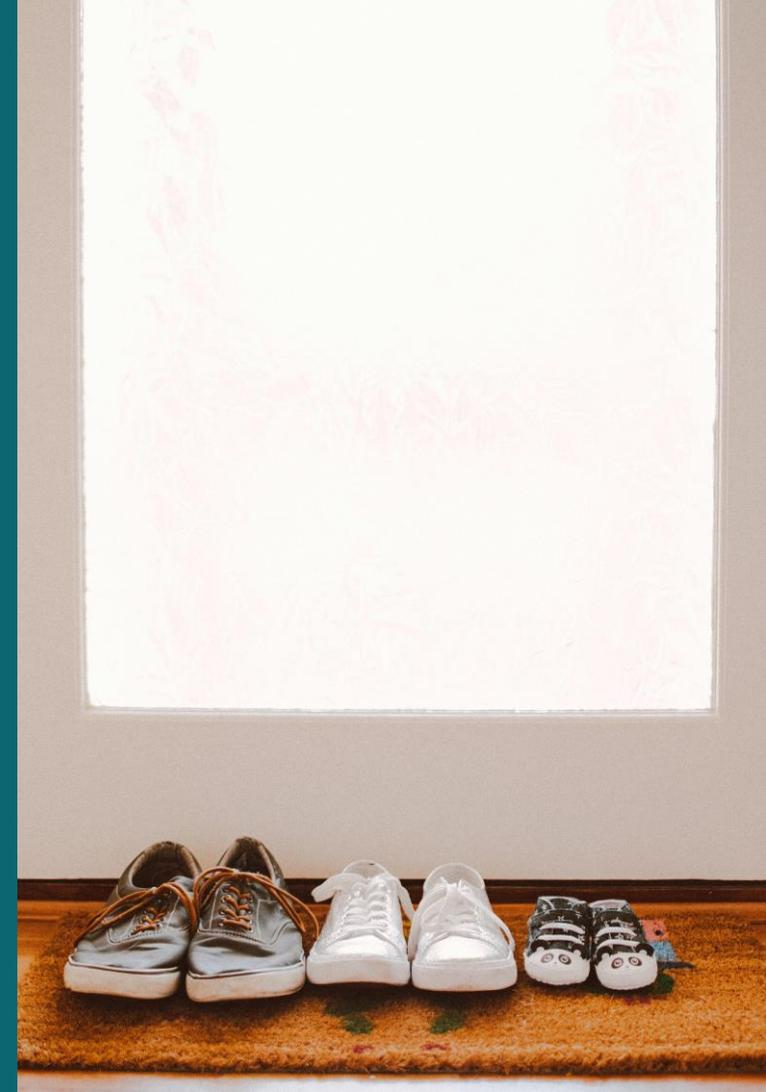


Partnering with businesses to offer on-demand, remote 1-2-1 consultations and in-house group workshops/webinars to parents in their workforce. Covering the seven most common parenting challenges: Child behaviour, Therapy, Infant Sleep, breastfeeding, Career Coaching, Nutrition & Pregnancy



Karen Taylor

Founder of Parent Cloud
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Parent
 Cloud

Preparing for the Post Covid-19 World

The benefits of flexible working are immense: this is an opportunity to demonstrate this on a mass scale:



**Measure
the
impact**

**Collect
diversity
data**

**Feedback
from
managers**

**Invest in
tech**

What does the ideal future look like?

Taking the best
of both worlds?

Throwing away
the culture of
presenteeism?



Different
approach to how
people work



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