



# Workplace Flexibility for Employers

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The slide features decorative curved lines in shades of green and blue. One set of lines is in the top-left corner, and another set is in the bottom-right corner, both curving towards the center of the slide.

Flexibility = Time

Providing the Conditions for Employees to Thrive

# Most Popular Work Schedules

- Onsite 40 Hours
- PTO/Vacation/Sick Leave – Generous
- Scheduling – Flex Within the Work Week – Start/End Times, etc.
- Compressed Work Week (i.e., 10-hour days, 4 days per week)
- Remote Work
- Telecommuting Work (YOLO Schedule)
- Hybrid Work
- Reduced Schedule (4-Day Work Week)





## Other Options:

- Flexible Hours – FT to PT – PT to FT
- Shift Work
- Job Sharing
  - 2 PT = FT
- PTO/Vacation/Sick Leave Unlimited
- Cross-Department Cross Training
  - Career Pathing/Development

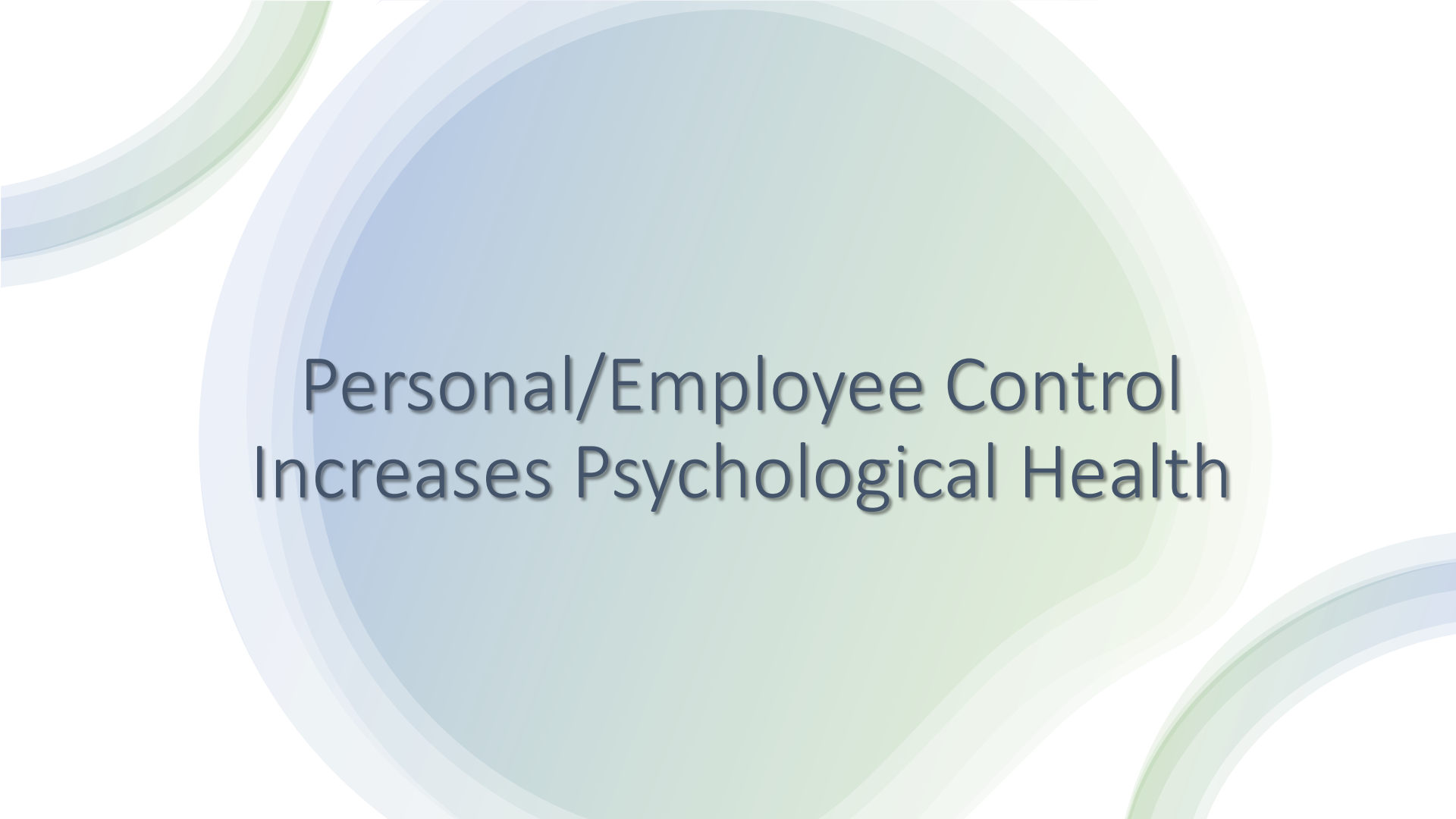
Flexible Work  
Schedules THRIVE  
in High Trust  
Cultures



The background features two large, decorative curved lines. One line, in shades of blue and green, curves from the top right towards the center. Another line, in shades of green and blue, curves from the bottom left towards the center. The word "ADVANTAGES" is centered between these two curves.

# ADVANTAGES

- Larger Candidate Pool
  - Best Candidates Beyond Local/Regional Area



Personal/Employee Control  
Increases Psychological Health





Greater Work-Life  
Balance



Employee  
Engagement  
Increases

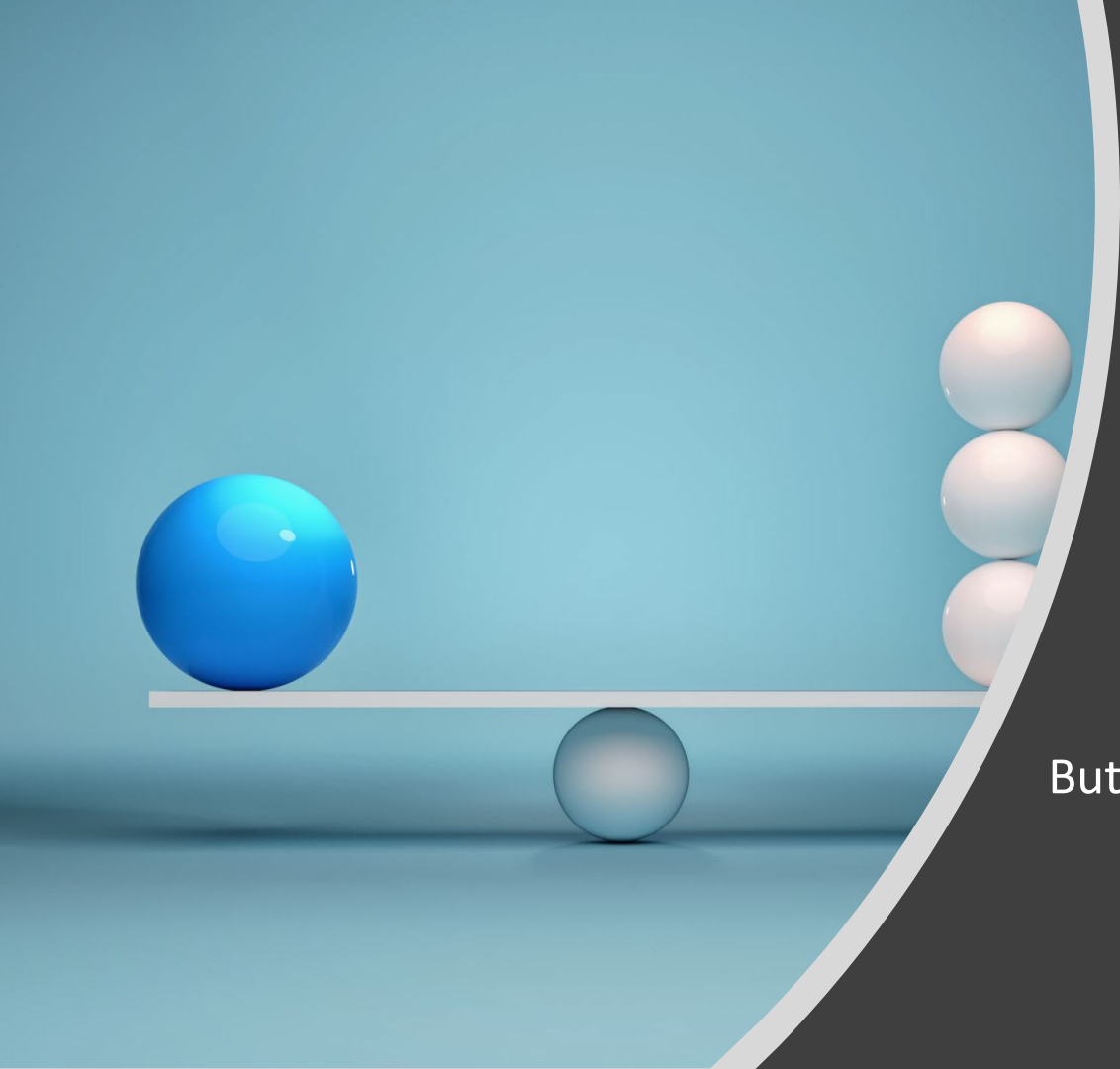
Productivity  
Increases

Business Results  
Increase



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# DISADVANTAGES

A balance scale is shown against a light blue background. The left pan is higher and contains a single large, glossy blue sphere. The right pan is lower and contains three small, glossy white spheres stacked vertically. The scale is tilted to the right, indicating it is unbalanced. A thick white curved line separates the scale from the text on the right.

# Productivity Increases

But, working all hours – No Balance



Productivity  
Decreases



# Communication – Virtual World

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Two dimensional, emails, group chat, texts

Issues with:

- Interpreting Tone

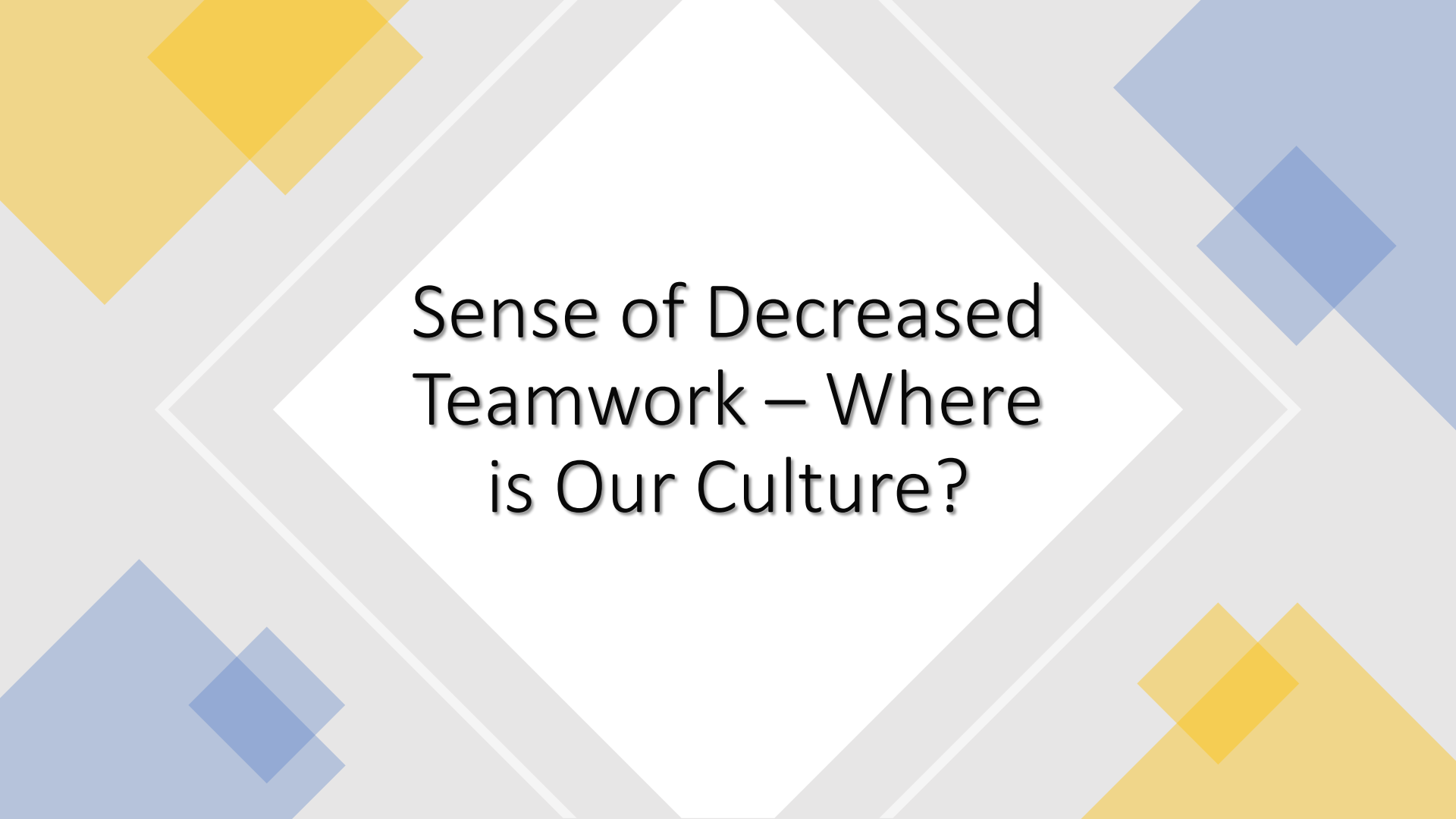
- Can't See Body Language



Expectations of Communication  
Response – How Quickly Should  
Employees Respond to Request?  
(Boss, Peers, Customers)

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Sense of Decreased  
Teamwork – Where  
is Our Culture?



# Employee Perceptions of Fair Promotions



# Social Disconnection and Loneliness

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Termination Issues

Property Issues





NEXT STEPS

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# What To Do?

## Do:

- Have a Policy
- Have an Agreement
- Evaluate Often –  
Quarterly, Semi Annually
  - Have Solid Expectations

# What Not To Do:

## Do Not:

- Micromanage
- Productivity is the Bottom Line Product – Not screen time, etc.



# Thank You!

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