

## **Flexible and Mobile Working for Managers and Management Teams in the Public Sector**

By 2020 70% of UK businesses will be implementing flexible working. It has many benefits including: boosting productivity, increasing potential, retaining skills and knowledge, attracting valuable new employees, reducing overheads, boosting engagement and wellbeing, and meeting the needs of customers better.

This half day facilitated workshop uses the programme as a framework to help managers learn and discuss how flexible and remote working will be implemented and managed in their team.

It addresses the challenges this presents including trust, managing in a results orientated work environment (ROWE) and new ways of working. This can include using organisational behaviours and flexible working practice and policy to help discussion and action planning.

### **Aim**

To support managers to embed and manage effective flexible and remote working.

### **Outcomes**

- To understand flexible and mobile working and the new ways of managing people this requires
- To discuss and address the challenges this presents
- To be able to leverage all communication methods and approaches available that support flexible and remote working for our team and those we manage
- To identify how we will work within the values and behaviours framework and unwritten ground rules to maximise effectiveness for ourselves, the team and our customers
- To review and evaluate learning and have an action plan to take back and implement in the work place

# OUTLINE PROGRAMME

## **Welcome, Objectives, introductions**

Where are we now – reviewing the current situation and context.

## **The “Agile World”**

- What is involved in flexible and mobile working?  
ROWE (results orientated work environment)
- What are the benefits?

Trainer input, group task and discussion

**Challenges, WoWs and delivering the benefits** - the ROWE reality of managing and measuring performance to outcomes.

- What are the challenges for you and your team?
- How they will be resolved with the resources available
- Using values and behaviours

Facilitated exercise and discussion.

## **Shifting mindsets through key management actions**

- Looking at trust, empowerment, delegation and communication to support people in the virtual work space.
- Do you have the agile style? Addressing your personal management style and what you need to work on
- Modelling ROWE as an umbrella for thinking and managing more effectively
- Hints, tips and ideas

Group tasks and exercises, discussion and trainer input

## **Learning Review and Action Planning**

### **Evaluation**

### ***Flexible Content***

Not quite the right content? No matter. Consider it a starting point to deciding what the ideal programme is for you. This is a generic programme that can be amended to fit specific aims, needs and content.