

'This Flexible Working Life'

Supporting the maximisation of personal well-being alongside organisational outcomes

It is a long established fact of organisational and people management, that when we need to ask our people to change the way they work, to do things differently, that they need training and support to do so. Organisations moving to a flexible work environment have identified the potential benefits of a flexible working environment, but many, in implementation have failed at benefits realisation. This training program has been developed in response to that need.

How 'This Flexible Working Life' training program helps your organization achieve the benefits of a flexible work environment:

Unique and Innovative: We have created a partnership that brings together public sector management consulting expertise in corporate governance and business process improvement (including business case development and outcomes measurement), expert level understanding of flexible work theory and research, practical engagement with it over the past 5 years and over 5 years of expert facilitation and coaching skills.

Outcomes driven: We have a firm focus on up-skilling leaders and teams to deliver ways of working which show measurable outcomes in a 'managing without seeing' flexible work environment.

Practically focused: We cover the range of issues associated with moving to a flexible work environment including cultural change, lessons learnt from other organisations, obstacles to deriving the benefits of a flexible environment, and a broad range of case studies on different ways of working under flexible work environments.

Wide reaching and versatile: We are a small SME with a focus on bespoke solutions with significant experience in federal and state governments, tertiary institutions and private enterprises. This brings working knowledge of many of the businesses that we work with, and the flexibility to create practical and meaningful training.

Program One

A 3-hour intensive training session for **Managers and Executives** tailored to your specific work group or team.
Facilitated by two subject matter experts in flexibility and government

TOPICS COVERED

Breaking flexible working misconceptions	Committing to flexibility does not equal effectively implemented. The cult of 'face time' Who can and should access flexible work place options
Obstacles to flexibility Organisation, Self, Team, Management, Family	Cultural shift Change management Leadership
Implementation Stakeholder / expectation management	Flexibility types/options & how they could work generally in your organisation Case studies on different types of flexibility arrangements and how they are implemented and measured. Resources for creating a framework to implement flexibility in your department/work area

Program Two

Follow up with small group training and support for those managers who do not have the capacity (framework and skills) to practically implement the knowledge and training gained from Program One.

FORMAT

A 2 hour session for up to 5 managers / team leaders to help them embed a 'flexible culture' into their teams

Techniques and tools for;

- Enabling productivity improvements
- Performance managing in a non line of sight environment
- Facilitating a trust and outcome based environment

Managing the practical implementation of flexibility through being outcome focused and changing embedded behaviours

Program Three

Bring your team together and we will work through a guided partnership brokering/strategic planning workshop on how flexible working will work for you and your team.

FORMAT

A 2-hour team based coaching session for individual teams. Our facilitators will guide participants to develop a holistic team charter (including expected behaviours) surrounding working as a flexible team using a strategic planning framework.

Techniques and tools for;

- Enabling team cohesion and equity
- Facilitating a trust and outcome based environment
- Enabling productivity improvements

We ensure the Manager/team leader is enabled and empowered to run these sessions in the future using the materials and skills gained in the session.

About us



Energy

Enthusiasm

Edge

Our passion is working alongside individuals and organisations to maximise their outcomes by recognising that this can be achieved through supporting work environment flexibility and resilience.

We specialise in engaging Executive Level and Senior Managers, Team Leaders and Members through a variety of bespoke, outcome driven, interactive programs around work life balance and flexibility.

We also provide one to one coaching; facilitated implementation and business planning sessions and mentoring to ensure all involved individuals and groups achieve their desired outcomes.



The Edge Coaching and Training & Alleway Consulting

For all initial enquiries please contact Debbie Marks on:
Debbie@theedgecoaching.org or 0423 649 212

For more information:
<http://www.theedgecoaching.org>

