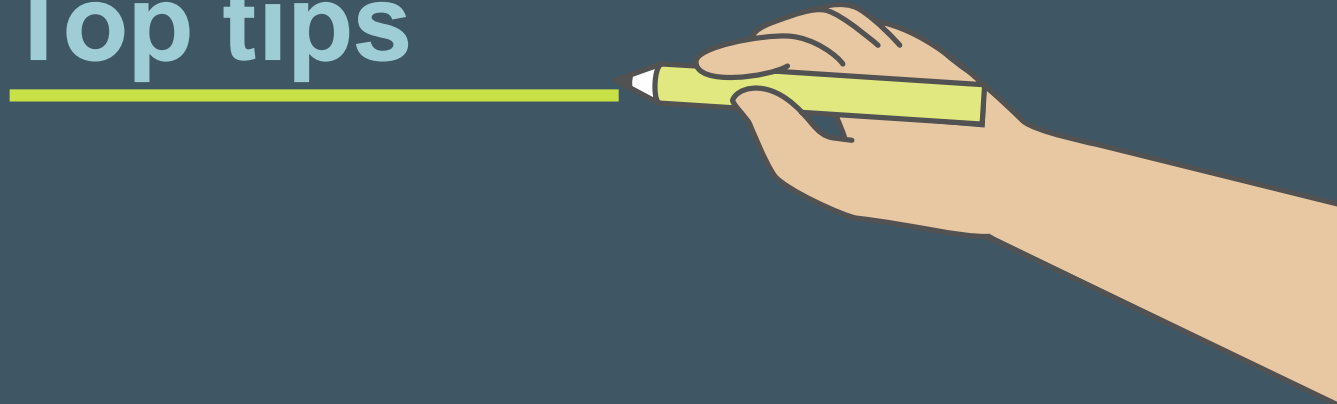


# MANAGER 'BUY IN' FOR FLEXIBLE WORKING

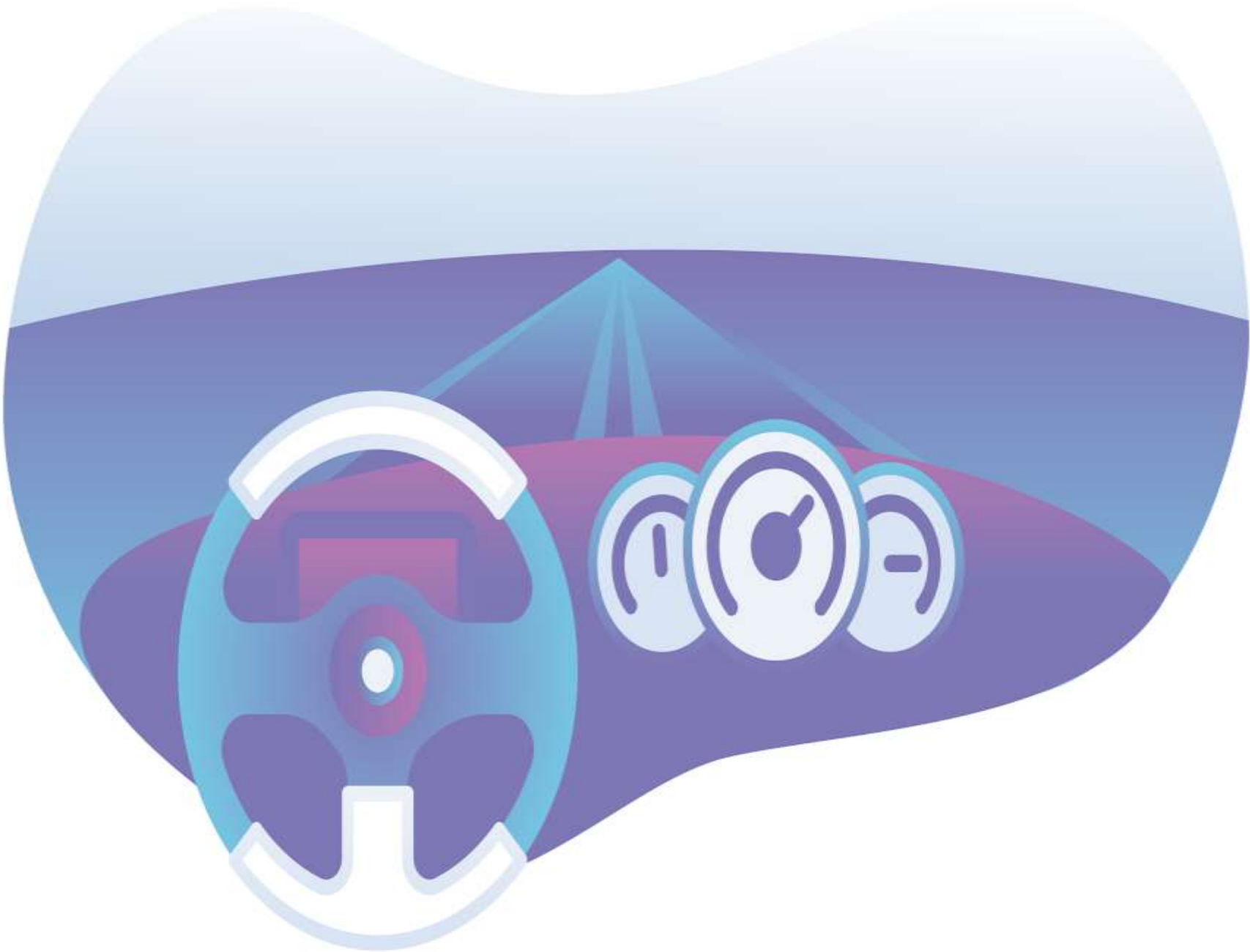
## Top tips





influencer





**ORGANIZATIONAL CULTURE**





START

SUCCESS

OBSTACLES









**ARE YOU SERIOUS !?!**











V<sub>4</sub>

I<sub>1</sub>

S<sub>1</sub>

I<sub>1</sub>

O<sub>1</sub>

N<sub>1</sub>

As a Partnership we will.....	As an individual we will...
Trust our staff to do the job	Manage our time and be transparent about where and when we are working
Be clear of what is expected of our employees	Take responsibility to deliver our objectives
Support teams to develop their own flexible ways of working, balancing the needs of the organisation, team and individuals	Show consideration to colleagues and the organisation when developing flexible ways of working
Empower our employees to make choices that support their effectiveness and wellbeing	Be pragmatic and accept its not always possible to work the way we want
Be fair and inclusive in our approach, whilst recognising individual and role differences	Be an advocate of flexible working, supporting each other to work flexibly
Have regular conversations with you and your team about what's working and what needs to be in place	Stay connected with our team / network both remotely and regularly participating in face to face team activities
Focus on outcomes and not time spent at your desk	Flag any issues concerning our ability to deliver promptly

Provide you with support and guidance to make flexible working a reality for all





'It's a sustainability test I give all flexible working requests.'





