



Works for me.

Works for NSW.

**FLEXIBLE WORKING**

**Managers:  
Building a flexible  
working culture**

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**What is flexible working?**

- Flexible working is about rethinking the where, when, how and who of how work is done, *in a way that maintains or improves service delivery for the people of NSW.*
- It does *not* mean every role, or every individual, can or should (or has to) work flexibly.
- However, the govt. sector needs to 'embed' flex working by 2019.

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**Current state**

Activity: stand up, sit down

1. Who initiates flexibility?
2. A business accommodation or business imperative?
3. As managers, are we reactive or active?
4. Do reasons matter?
5. Does flexibility operate as a two-way street?
6. Does performance matter?
7. Is it individual or team-based?

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**What needs to change?**

An 'embedded' culture sees flexibility differently

What problems can flexibility help us address as managers at this agency?

To make it happen, what needs to change?

- About us?
- About our teams?
- About the organisation?

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**Your role as managers**

  
 Good communicators

  
 Fostering teamwork

  
 Managing time

  
 Supporting remote teams

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**Slide on policy/IR framework**

*Can include content based on what is frequently asked about policy and invite questions/answers*

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**How do we change?**

- As individuals?
- As teams?
- As an organisation?

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**Support and resources**

- Skills check – what are our strengths and areas for improvement?
- Can we collaborate and champion given areas?
- What other resources are available?



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**Team-based flex**

- **Schedule a team meeting to discuss it**
- **Setting up 'rules of the road'**
- **Check ins**
- **Performance plans**
- **Support available**

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**Think, pair, share**

- A handout is now going around with some of the trickier scenarios you might encounter.
- Find a partner, and pick two scenarios to discuss (any two).
- After 5 minutes, we'll re-group and share how you could address/resolve them

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**And, finally**

*Be the* **CHANGE**  
*you wish to see in*  
*the* **WORLD**  
*-Gandhi*

**Thank you**

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