



## Learning Program 1: Creating Flexible Work Benefits

**Mental Model** – Creates a mental model and detailed picture for an employee to write a business case leading to a successful flexible work outcome.

**Empower** – Empowers the employee to lead the diagnostics, analysis and identification of solutions to any potential flexible work barriers. Its based on the principle ‘those who do the job – know it best.’ At the same time participants are educated when to use critical ingredients such as collaboration and business process re-engineering to achieve successful work outcomes for all stakeholders.

**Consistent** – Consistent methodologies are applied to all employees meaning everyone starts from the same baseline this means an equitable process for all employees wanting to work flexibly.

**Knowledge Share** – Participants are invited to collaborate in a virtual, flexible work community to share personal flexible work experiences including success, failure, tips and traps. They are also encouraged to educate and share their flexible work journey with stakeholders and colleagues. Collaboration in the program and at work with the additional help of diagnostic tools assist in overcoming flexible work barriers or problems. The aim is to achieve a positive flexible work outcome.

**Holistic** – The employee holistically examines all facets of their work and life. Participants review the areas of their life that can be changed leading the way to a more positive balance between work and life.

**Job Redesign** - Using the programs framework and methodologies employees are empowered to recreate their role aiming to work smarter not harder. Organisations are in a position to clearly see what and how work is done as well as by whom and when it’s done.

**Comprehensive** - The framework and methodologies in the program guide a participant through a detailed position analysis. This process creates a safeguard for employers and stakeholders ensuring there are ‘no surprises’ from proposed work changes. Associated risks with how future work will be completed is documented and well understood. Mitigation strategies are put in place leaving those who have a vested interest in the outcome proceeding with their eyes wide open about how the future work will be executed.