

# Leading & Managing a Flexible Workforce – Management Training

Flexible working within a county council environment can deliver huge cost savings through the reduction in leasing and renting, and reduced accommodation and travel expenses. Home workers are more productive than office workers and report a greater degree of work life balance. We have successfully delivered this course to county councils who are now reaping the financial rewards and experiencing increased productivity.

We train council managers and leaders to effectively deploy flexible working architectures;

- To understand how to manager workers who may be remotely located, home based or part time
- Knowledge of how extended teams operate and function
- Understanding of the issues involved in managing flexible workers
- Clarity of vision in resolution of issues
- Motivation to address and benefit financially from flexible arrangements
- Establishing work monitoring processes
- Development of support network of other managers
- Understanding of the county council position and guidelines
- Ability to design work packages for flexible workers
- Improved awareness of managing benefits and risks of flexibility

Bespoke courses ○ In-house training ○ Group training ○ 1-2-1 ○ Experienced & inspirational coaches ○ Nationwide coverage

To find out what we can do for you, contact us today on:

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# Leading & Managing a Flexible Workforce – Staff Training

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For staff, the issues of an overlaid home/work environment can be new and daunting. Hidden issues need to be brought out and discussed, shared and understood through facilitated sessions. When will I work? How will I be measured? Will it affect progression?

Primary outcomes for the staff courses include;

- Ownership of issues and responsibilities by all staff
- Awareness of county council policies and how they impact
- Ability to clearly state the benefits and issues
- Understanding how other people make a success of flexible arrangements
- What it may mean for work-life balance
- Understanding of what is required to successfully deliver work in a flexible setting
- Problem resolution and service delivery issues
- To know when flexibility is affecting your work or service quality and what to do about it
- How flexible workers should be managed and evaluated
- To recognise the signs of flexibility programmes failing and how to get support

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