



FlexConnect

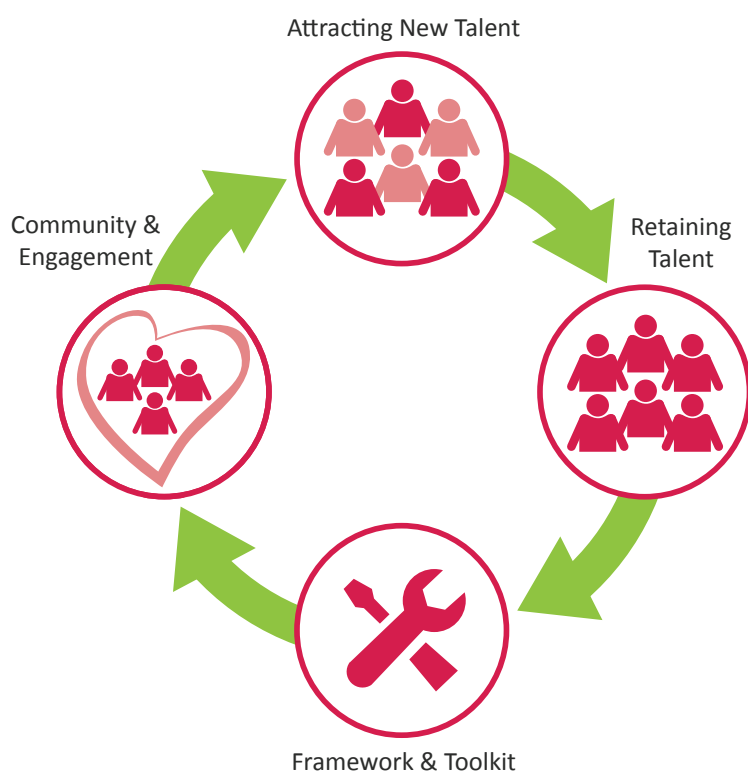
Realising the Opportunities for a Flexible Workforce

Purpose

FlexConnect enables organisations to attract and retain high calibre Flexible Professionals by providing tailored solutions that meet the needs of business, individuals, families and communities.

We provide frameworks, tools, training, coaching, goal setting and accountability to ensure success in setting and achieving targets for both Organisations and Employees.

- Managers are coached on how to effectively communicate and manage their teams as well as how to identify and overcome important challenges
- FlexConnectors are coached in the art of managing up and down as well as communicating effectively and establishing clear targets and frameworks to ensure delivery on KPIs, and influencing expectations and team culture

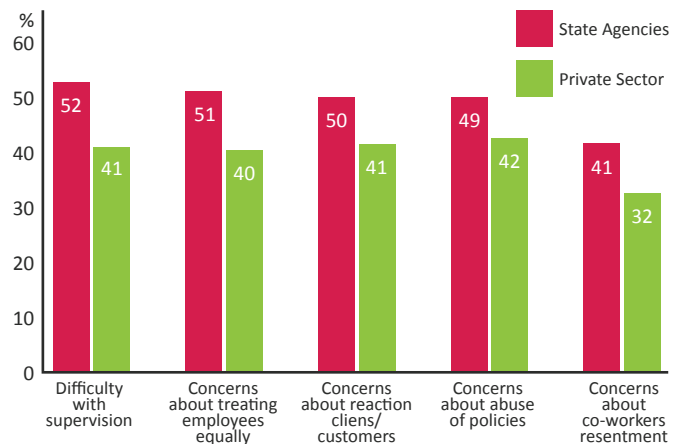


Australia in 1991: 21% of the labour workforce worked flexibly, NOW it's recorded as 31% and that doesn't include temps, freelancers OR labour hire

Organisations

- The biggest trend in 2016 is Flexibility
- The biggest barrier to Flexibility is Leadership
- The biggest fear of Managers is Management and Communication

These were the most common barriers when introducing Flexibility to an organization:



Clearly, these are issues of Management. If your managers are adequately equipped, resourced and skilled, managing flexibility is not an extra burden, it is a skillset that will unlock untold reserves of capability, performance and engagement.

FlexConnect will ensure you grasp the opportunity to harness the undiscovered and under-utilized talent pool of highly educated, driven and experienced Professionals, before your Competition does, providing you with a key edge in:

- Profitability
- Diversity
- Experience
- Employer of Choice (brand and reputation)
- Talent, attraction and retention
- Productivity

In addition, our clients that have implemented FlexConnect experienced:

- Reduced sick leave
- Reduced turnover
- Increase retention
- Reduced employment costs (payroll tax, insurance, recruitment fees)
- Improved team communication, engagement, knowledge sharing and collaboration
- Reduced office space requirements

Potent part-time solutions build Furnaces of Flexibility in the convergence of these powerful trends.



What is Flexibility

- Compressed working hours
- Time in lieu
- Telecommuting
- Part-time work
- Job-Sharing
- Purchased leave
- Unplanned leave
- Flexible careers
- Other choices about hours, patterns and locations

"Our highest performers are our flexible workers..." KPMG

Managers

Realising the opportunities of flexibility

There are significant benefits for managers employing a flexibly working staff member or team. Flexibility, when implemented well, can offer a positive solution to a variety of workplace issues. Among other benefits that flexibility can provide are:

- Increased output
- Increased Productivity
- Improved ability to serve clients and stakeholders
- Retaining knowledge, skills and experience/avoiding the cost of recruitment and retraining
- Employers of Choice do flexibility well
- Increased job satisfaction
- Improved teamwork

By 2020, more than 40% of the American workforce, or 60 million people, will be independent workers – freelancers, contractors and temporary employees.



Employees

FlexConnect are the Leaders in identifying, developing and leading teams of qualified, professional individuals across all industry sectors in these professions:

- HR Generalists
- All aspects of projects (BAs to Project Managers)
- Change Management
- Organisational Development
- Learning & Development (Instructional Designers to Trainers to Managers)
- Talent Management
- Employment Law
- Industrial Relations
- Payroll
- OH&S (Risk, OH&S & Environmental)
- Administration: Executive Assistant through to Reception

We partner with you to achieve success in managing your Flexible Workforce. We provide frameworks, toolkits, coaching, leadership, feedback and facilitated conversations as well as help you establish effective measures to monitor and ensure ongoing success.

FlexConnect is a simple transformative system that will enable you to unlock the benefits of adaptating to a changing labour market that will help you evolve the way you attract, retain, engage and manage talent.

Studies show that when working parents take time to be with their newborns, outcomes are better for the children and families. Mark Zuckerberg



Organisations:

"Women are working more, men are understanding their value as caregivers, women are primary breadwinners (now too)...Things are different. So we can't keep operating like everything is the same...I think it's up to us to change the conversation."

Michelle Obama

Family & Community:

A Professional Services Senior Manager "used the existing flexible work provisions to set up a charity that provides mentoring to young members of the LGBTIQ community who live in rural areas."



Managers:

"95% of managers say it does not require more time to manage people on flexible arrangements; and 66% say managing flexible workers enhanced their management skills"

Employees:

"You should choose organisations that are going to be flexible and supportive and recognise people are going through different stages in their careers actually need different sorts of support."
Gail Kelly, CEO, Westpac

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 [FlexConnectCommunity](#)

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