

## Agile Working Toolkit

“Flexible working should be seen by organizations as a strategic operational objective. It is not so much about accommodating employees (though that’s great). It’s actually about unlocking their full potential. And it’s one of the most significant things any business can do to improve its long-term success”

Dave Coplin  
Chief Envisioning Officer  
Microsoft UK

### How do you ensure your agile working strategy is a tool for business advantage, not just employee benefit?

Leading UK businesses are increasingly exploring agile workforce options to create cost efficiencies, improve productivity and as part of a wider workforce engagement tool.

An agile workforce has the potential to offer employers practical solutions to:

#### Control Operational Costs

Derived from reducing office space & administrative overheads

#### Increase Productivity

Increasing flexibility of hours in which the workforce is available to work

#### Competitive Advantage

Part of the organisation’s branding whilst increasing the ability to meet customer needs on a flexible basis, enhance business continuity and coverage

#### Engage Your Workforce

Meeting the practical needs of staff, improving attraction and retention and alternative opportunities to support and develop talent.

#### Equality and Diversity

Increasing flexibility of hours in which the workforce is available to work

“The team is cohesive and well informed, so if someone is not available another member of the team will be up to date and able to help you”

Chambers 2017

## Bevan Brittan can help you create an agile workforce infrastructure through:

- Auditing your organisation's current agility, benchmarking this, and assessing your options.
- Identifying your business priorities and service models and matching these to an agile working options appraisal and strategy.
- Delivering practical "how to" guides to step by step, piloting, consultation and implementation of your preferred options, sidestepping employee relations disputes.
- Policy and contract redesign to accommodate new models of working, robust drafting around mobility clauses, health and safety to reduce exposure to legal challenges
- Specialist advice on equality impact (particularly relating to disabilities) and compliance with immigration obligations.
- Communications, education and culture change strategies to ensure that you maximise the positive engagement of your strategy.
- Project delivery support, to effectively pilot, troubleshoot and implement full delivery of your agile workforce models via our Associates Network

## Bevan Brittan's Employment One Stop Shop

Bringing together specialist support from Bevan Brittan's Employment, Pensions and Immigration Department and Director of Transformation as well as our network of external workforce and OD consultants gives you a "one stop shop" service. To arrange a free initial meeting to discuss how we can assist you, please contact Jodie Sinclair, Partner, or anyone of our core team.



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