

Handout - Virtual Event, 24 March 2022

How does flexible working impact inclusion, and what can we do about it?

Key points & ideas for action:

- There is no one size fits all working arrangement! Many employees are demanding more flexibility, especially younger demographics, and companies that aren't willing to adapt risk losing key talent.
 - ◆ **Each function and team will have different needs when it comes to hybrid working, are your teams empowered to make the right call on what works for them?**
- Working remotely means the opportunity to balance home and work commitments, but it also encourages an 'always on' dynamic where team members find it hard to switch off.
 - ◆ **Define the rules of engagement within your organisation, function or team.** Whether that's banning WhatsApp messages after a certain time in the evening, or sending a late night email on a time delay so it's not received until the next morning
- During the pandemic we learned to work in a completely different way overnight, and many organisations were much more flexible when working in 'crisis mode'. Not all of these changes are sustainable long-term, but we can't assume that we can return to business as usual.
 - ◆ **Are we challenging limiting beliefs about how much flexibility Supply Chain teams can adopt?**

If you're interested in this topic and want to explore more...



Read

- Research from Deloitte:
 - ◆ [Understanding the Pandemic's Impact on Working Women | Deloitte Global](#)
 - ◆ [Women @ Work: A Global Outlook | Deloitte Global](#)
- *Is your return to office plan fit for purpose?* - click [here](#)
- *The hybrid model could create two fundamentally different employee experiences:* click [here](#)
- *How does bias on age & looks drive decisions at work:* click [here](#)



Listen

- *Amazing If on 'How to approach Hybrid working'* (with Dr. Tomas Chamorro Prezumić): click [here](#)
- *Freakonomics on 'The pandemic as a social experiment'* - measuring the impact of hybrid working on productivity and flexibility: click [here](#)