

# Increasing the uptake of Flexible Working: Diagnostic and Action Plan

If increasing the uptake of flexible working is part of your gender pay gap strategy you must start with these strategic questions:

- What's the current uptake of flexible working across all levels in this organisation?
- How easy is it to access a flexible working arrangement?
- What's getting in the way of more employees working flexibly?

*These questions form part of my Flexible Working Diagnostic and Action Planning Service which will support you in taking strategic action.*

## The detail

Based on 25 years' supporting employers to increase the uptake of flexible working among staff the **Diagnostic** element focuses on three key areas:

1. Understanding what's currently going on 'under the radar'. Where does the culture inhibit flexible working and where is it supported?
2. Reviewing key HR policies to establish what needs to improve to fully support flexible working across the entire employee lifecycle.
3. Identifying the training and support needed by both staff and managers to make it happen.

On the basis of the information collected I will then work with you to develop a strategic **Action Plan** to increase the uptake of balanced flexible working arrangements that both improve productivity and safeguard employee wellbeing.

*Increasing the availability of flexible working has been identified by a wide range of experts as a proven measure for progressing women's careers. Working together we will make that happen in your organisation.*

**For more information and to discuss your specific requirements get in touch:**

Email me: [Anna@sustainableworking.co.uk](mailto:Anna@sustainableworking.co.uk)

Call or text: 07761 377 924

## Why work with me?

For the past twenty five years I have been specialising in both strategic and operational aspects of flexible working that supports work-life balance. I have worked with organisations at all stages of development, especially those moving to a more advanced level. Between 1999 and 2004 I was an accredited consultant to the government's Work-Life Balance Challenge Fund. I'm the author of several ground-breaking reports researching work-life balance issues in the City of London, I have an MSc in Organisational Behaviour and I am a Chartered Fellow of the CIPD.

My new book #Upcycle Your Job identifies the key barriers to the progression of women in the corporate world and how these can be overcome. [It's currently available on Amazon.](#)

## Fees

To conduct a Flexible Working Diagnostic and drawing up an Action Plan typically costs between £10,000 and £15,000 (excluding VAT) depending on your specific requirements and the size of your organisation.

### **Flexible working has stalled – here's what needs to happen next**

*It's no surprise that uptake of flexible working has stalled given its piecemeal implementation in many organisations. It's time for HR to take a strategic approach to this essential cornerstone of 21<sup>st</sup> century working practices.*

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