

# #WorkLifeBalance in the hybrid workplace

*A series of short workshops based on the book #Upcycle Your Job. All workshops run as 60 minute interactive sessions*

## 1. Regaining balance

For working parents the pandemic lockdowns and enforced working from home exacerbated work-life balance challenges that had been developing over the past few years. As employers continue to progress their plans for hybrid working this workshop will support employees to make adjustments leading to healthier working practices. Research has confirmed that good work-life balance supports physical and mental wellbeing; as well as engagement and productivity. Practical exercises based on research evidence presented in chapters 3 & 4 will enable participants to:

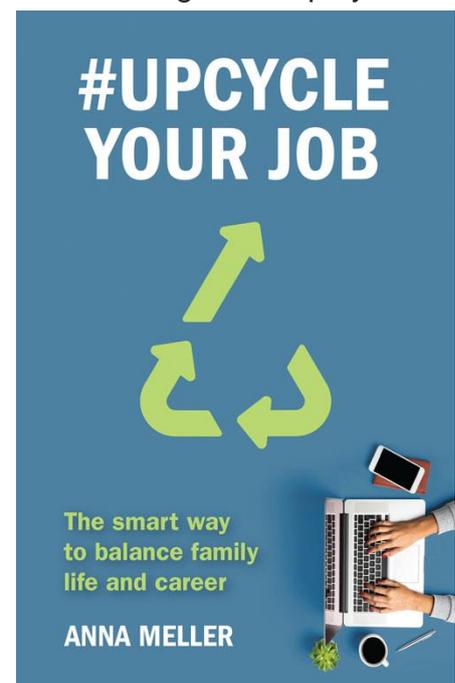
- Understand the roots of work-life conflict that led to overwhelm and exhaustion during lockdown;
- Identify the essential adjustments they now need to make to both find and maintain better balance;
- Develop a strategy to ensure better balance going forward.

This workshop is recommended for all employees with caring responsibilities.

## 2. Job redesign: the crucial HR skill

HR specialists have spent much of the last two years focusing on employee wellbeing and supporting business continuity. The challenge now is to ensure the benefits of their actions are not lost as employers move to hybrid working arrangements; and employees reconsider the flexibility they need. Creating Reduced Load roles will enable workplaces to retain a wider talent pool (particularly among high potential women) in an increasingly turbulent employment market.

This workshop for HR specialists and line managers introduces tools and processes to redesign jobs for both productivity and improved wellbeing. 20<sup>th</sup> century working practices do not fit our 21<sup>st</sup> century lives. With the added pressures of AI, understanding how to redesign jobs is fast becoming a crucial HR skill.



### 3. **Planning for promotion: combining career progression with caring responsibilities.**

The gender pay gap has shown no reduction in the past two years; and there is plenty of evidence that working mothers continue to back their careers because of work life balance concerns.

Aimed at mid-career working mothers, this session will provide them with the confidence to apply for promotion knowing they will still be able to maintain a work-life balance. It introduces a new approach to career planning that combines evidence based practices with tools from positive psychology.

#### **Workshop Facilitator**

Anna Meller is the UK's leading work re-balance expert. She works with ambitious professional women seeking to balance corporate career with family life. Drawing on 25 years coaching and consulting experience Anna has developed the PROPEL model (described in her book [#Upcycle Your Job](#)) which empowers women to make choices that work for them and their employers; so they progress their careers and their employers retain key talent.



#### **Prices**

£400 per 60 minute workshop with a maximum of ten attendees. (Price includes all workshop materials.) Prices for longer sessions by agreement. Please email me.

#### **For more information:**

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

Call: **07761 377924**

Need help supporting individual managers or staff to redesign their jobs? The following workshops can also be offered as coaching sessions:

#### 4. Redesign your job for balanced working

Transforming a standard working arrangement into a flexible one that offers both balance and increased productivity requires a systematic approach. In this interactive session participants will be supported to customize their own job.

This workshop will also benefit line managers faced with requests for flexible working. It is also available on a one to one and team coaching basis.

#### 5. Negotiating a flexible arrangement that suits you and your boss

Many people who would like to work more flexibly are afraid to ask – fearing the answer will be “no”. Research evidence shows mothers are increasingly holding back their careers out of concern for their work-life balance. Based on content in chapters 6 & 9 this workshop supports participants to develop the skills to negotiate a flexible working arrangement that both meets their needs and their manager’s expectations.

This workshop is recommended for employers who want to encourage the career progression of their high potential female talent.

For more details of my coaching packages and charges please email me: [Anna@sustainableworking.co.uk](mailto:Anna@sustainableworking.co.uk)

*"I just wanted to say thank you for the session on work-life balance you gave us today. You covered a huge amount in a relatively short time, but made it accessible and interesting – no mean feat. So thanks very much. It was lovely for me to hear someone so passionate about something that has been a rather ill-informed passion of mine for a number of years."*

Candy Whittome, MSc Occ Psych,