

accas

inform

advise

train

work
with you

Mobile and Flexible Working

Changing Staff Culture

- **Where are you now?**
- **Where do you want to be?**
- **Why?**
- **What is your time-scale?**
- **What routes will you consider?**
- **What are the barriers?**

The ingredients required to succeed



- **Commitment**
- **Communication**
- **Involvement**
- **Training**
- **Implementation**
- **Culture change**

- **Buy in at every level is essential – but especially at the very top**
- **Commitment to succeed must be clearly demonstrated**
- **Changing the attitudes of managers is often the biggest hurdle**

- **Clear about where you want to get from/to**
- **Clear policies**
- **Changing behaviours and attitudes**
- **Cascading information**
- **Training**

Developing and taking the policy forward



- **Seek ideas from staff and/or their representatives**
- **Meetings**
- **Staff questionnaire**
- **Electronic ideas boards**
- **Trades Unions**

- **Information to all employees at every stage**
- **Two way dialogue**
- **A variety of methods**
- **Make it interesting**

- **Who needs to be involved?**
- **Who should be involved?**
- **Managers don't have a monopoly on good ideas**
- **But they must be involved – and committed**

Identify the challenges



- **Management attitudes**
- **Management needs**
- **Training**
- **I don't want to be flexible or mobile!**
- **Your gain is my loss**

Identify the challenges



- **Suitability**
- **Isolation**
- **Team identity**
- **Knowledge sharing**
- **Distance managing**

It may not always be easy -

**but it can work to the mutual benefit of the
organisation and its employees**

acas National Helpline number:

08457 47 47 47

Website – www.acas.org.uk