



Workplace Flexibility: A Sustainable & Economic Strategy

(HRCI certified for 3 hours strategic credit)

Abstract - Tough economic times may have organizations seeking new strategies to cut costs while doing right by their people and their organization's mission, but most organizations miss one strategy that gives them a lot of bang for very little buck: making their organization truly flexible. The benefits of a truly flexible workplace are numerous, offering strategies to help not only the bottom line, but also employees' productivity and job satisfaction, the community and the environment. This workshop will educate participants about TRUE flexibility (think way beyond flex-time) and how it can provide sustainable and economic benefits to their organization.

Target Audience - Human Resource professionals who work in organizations that can make the best use of flexibility strategies. For example, organizations with employees in the professional services sector or with many employees working in an office-type environment can fully utilize the flexibility strategies we'll be discussing, while those who work in fields such as health care or manufacturing, for example, might be dealing primarily with employees whose work *must* be defined by time and location (nurses, machine operators, etc), making much of what we discuss concerning flexibility inapplicable or less applicable to them.

Goals

- To educate participants about what it means for a workplace to be truly flexible . . . taking them way beyond the concept of flex-time
- To educate participants about current data and trends that are impacting flexibility in the workplace
- To show participants how flexibility can be used as a tool to cut costs and increase productivity in their organization (using case studies and real-life examples)
- To give participants the opportunity to take part in thought-provoking exercises and discussions to challenge and evaluate their own notions and practices related to workplace flexibility
- To educate participants about creating and implementing flexibility strategies

Speaker Credentials - Kella Hatcher and Maryanne Perrin are partners at Balancing Professionals, LLC, a firm that advises Triangle companies on creating a win-win, flexible workplace and connects businesses to a pool of high-caliber, part-time professionals. Founded in 2004 by Hatcher and Perrin, respectively an attorney and an engineer/MBA, Balancing Professionals has helped a variety of companies capitalize on workplace flexibility including clients in the pharmaceutical, technology, manufacturing, non-profit, and professional services industries. Hatcher and Perrin have shared their expertise on workplace flexibility at numerous events and written for publications including: NC SHRM Statewide Conference, Carolina Parent Women@Work Event, Sustainable NC Annual Conference, National Association of Women Business Owners, Durham Chamber of Commerce, The Wall Street Journal, Triangle Business Journal, The News & Observer, Women's Edge Magazine and more. To learn more, go to www.balancingprofessionals.com.

To schedule this workshop, send an email to info@balancingprofessionals.com.

"Kella and Maryanne presented an interesting program on flexibility in the workplace to the Raleigh-Wake HR group that was received positively by our members. I would highly recommend this presentation be shared with other SHRM chapters."

Betty Hildreth,
SPHR, Chair,
Masters
Series,
RWHRMA