

Inaugural Work-life Learning Platform

Employer Alliance is pleased to launch the inaugural work-life learning platform on 29 January 2008.

The invited speaker is Ms Karen Noble from WFD Consulting (United States) who has over 25 years of experience as an individual and organisational consultant in human behaviour and organisational change. Ms Noble shares on her area of speciality in flexibility and work re-design.

The demographics and values of the workforce are rapidly changing and organisations need to review if their work culture, norms and management practices are flexible enough to address today's and tomorrow's workforce changes and business challenges.

Some of the key challenges include a high percentage of employee disengagement, ability to attract and retain talent, developing a resilience workforce etc. Increasingly, employers are recognising that their employees are the first touch point in their businesses and ultimately, a motivated and committed workforce improves customer satisfaction and enhance business performance amidst other benefits.

Flexibility at the new workplace may be the answer to address these key challenges. The most common Flexible work arrangements are flexible-time, flexible-place, part-time, job sharing and compressed work week.

It is critical that flexibility is positioned as a business strategy and not a personal accommodation or HR entitlement. Shifting a change in mindset with regards to flexible work arrangement needs to be driven by senior management and strong organisational buy-in to support the development of a flexible work culture. Managers and employees should be provided with the necessary training, tools and online skills reinforcement. Concurrently, the senior managers need to be coached to elicit active support and to ensure effectiveness messaging and aligned behaviours.

In summary, a supportive and flexible workplace is the key ingredient towards developing employee engagement and commitment. Organisations need to understand that building a flexible work culture is an on-going process and encompasses a widespread, comprehensive and multifaceted approach. The step towards success in achieving workplace flexibility is when the organisation is able to create a work culture where employees are given the organisational and manager support and their performance measurement is solely results-driven.