

A photograph of two women in business attire standing on a grand staircase with ornate metal railings. The woman on the left is smiling and looking towards the woman on the right, who is holding a folder. The entire image has a warm, orange-red color cast.

Re:markable

**The journey to flexible working**

- observations from a business leader

Bonnie Clarke – Client Relationship Director

Thursday 25<sup>th</sup> January 2018

I was unconscious about  
what was really  
happening until it hit me  
between the eyes

- Senior Leader – no experience of any flexible working options
- 

- Jane returns to work first time
  - Jane returns to work second time
- 

- My new focus
    - Under the radar
    - Show results – Jane top performer
    - Awards
- 

- People have different drivers – Iona
- Dads – role models – Fathers' Network Scotland

We are all part of a system that is bigger than a job

Re:markable

We all have many roles in life

Think of the Outliers

We don't all have the same needs



The simplest way  
to improve your flexible  
working policy is to ask  
& listen to your people

## Benefits of a great flexible working environment

Re:markable

### Engagement & commitment

Strong team spirit

Increased health & wellbeing

Positive branding

Employer of choice

Client recognition

Focused & high performing teams

Tell your story and the process you took

Review what works and what could be changed

Share the business results – compare & contrast

Think about all the roles we play in life

Listen to your whole team – many brains are best

Engage with your customers – get their buy in

Re:markable

**Thank you**

**Are you ready to #MakeItRemarkable?**

**[www.thisisremarkable.com](http://www.thisisremarkable.com) | [@be\\_remarkable](https://twitter.com/be_remarkable) | [bonnie.clarke@thisisremarkable.com](mailto:bonnie.clarke@thisisremarkable.com)**