

FLEXIBILITY: THE ART OF BENDING WITHOUT BREAKING

There is one name that strikes fear—or at least brings about a few missed heartbeats—in both employers and employees: Marissa Mayer. For some, the very public decision by Yahoo's ex-CEO to ban telecommuting represented a valid call for greater hands-on control over one's workforce; for others, Mayer symbolized a return to outdated management techniques that reward face-time over productivity and negatively impact employee health, morale, and turnover.

WE WHOLEHEARTEDLY BELIEVE FLEXIBLE WORK ARRANGEMENTS WORK.

Study after study shows people with flexibility at work are more loyal employees and better family members; they are also less stressed, less distracted, and less apt to jump ship at the next great job opportunity. Few can argue these traits as undesirable. Certainly, you will encounter a couple bad apples along the way—folks that take advantage of your program and “get more than they give”—but these individuals are likely to find ways to take advantage of a traditional program, too.

OBSERVE. LEARN. IMPLEMENT.

One of the great things about our position as a workforce provider to thousands of companies across the nation is that we have insight into a variety of workforce management techniques, and we can share our knowledge.

One production company altered two policies to accommodate the needs of its unique workforce: secondary earners and moonlighters who often missed work to take care of family or primary work priorities. The client created a labor buffer and implemented a non-punitive call-in policy, which kept manning levels high, reduced job abandonment, and lowered new hire training costs.

Two manufacturers created school-based schedules to attract primary caregivers. One manufacturer created a part-time shift that operates from 8:30am to 2:30pm; the other went a step further and created a shift that mimics the annual school calendar—no school, no work. These schedules allowed the companies to tap into a new candidate pool without much competition from other employers.

THREE FLEX STRATEGIES FOR INDUSTRIAL ENVIRONMENT

- Create daily labor buffer to account for life's unexpected events
- Add a school-based shift
- Offer self-scheduling

And, other companies are getting even more personal: self-scheduling. Weekly, the companies post the next week's production schedule and allow associates to sign up for the shifts they are able to work.

LET'S TALK.

There are a few undeniable traits of today's workforce: job loyalty is low and workers have choices. As you have likely learned over the years, someone else will always have more money than you; to win this race for talent, you'll have to offer a work experience employees cannot find elsewhere.

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