

A key motivator for employees today is being able to find a balance between work and time spent with friends and family. Companies are under pressure to acknowledge this and introduce a flexible working environment that suits every member of staff. This usually involves changes to working hours, patterns and location. Research indicates that by letting employees have more control over where, when and how they choose to work can affect their wellbeing in a positive way. Improved engagement, productivity, and innovation are other reported benefits for employers. By 2020 it is anticipated that flexible working will be the main way of working for around 70 percent of UK organisations. For it to succeed, however, strong leadership and management are needed to ensure that performance remains on track. Appropriate technology is also a must to enable a smart approach. We've certainly seen flexible working become a major factor in persuading people to change jobs. In some instances, candidates, especially younger professionals, now consider it more important than remuneration or bonus entitlement. In 2017 and beyond, to hire top quality talent, organisations will need to make flexible working the rule rather than the exception.