



The markets are volatile. Political uncertainty is in the air. We may be on the edge of a deeper recession. And you can surely add your own sources of stress. Is this the time for more change in how people work? Here are 4 emphatic reasons to answer "yes":

Flexibility is an antidote for uncertain times. People like a sense of control. Often high performers express the greatest need to manage their conditions of work. In times of growing uncertainty, it is easy for companies to tighten, rather than loosen the grip on schedules, face time and uniformity. Negotiating flexibility with employees now will build their satisfaction and give you higher return on investment.

Flexibility cuts costs, builds real productivity. A robust approach to flexible schedules can and should include a negotiating platform and a versatile toolkit. It guides all managers and staff toward arrangements that create modest or significant benefits for the company. And each tool offers different payoffs: part-time can reduce costs and optimize contribution; remote work can cut space costs; telecommuting can boost productivity. And much of it can cut commute and gas costs and reduce carbon footprint.

Flexibility strengthens engagement and retention. Commitment is a two-way street. It is when times get tough that wise employers meet their employees at least halfway, taking visible steps to offer what's valued to those who are valued. At a time when flexibility regularly scores at the top of employee wish lists with better compensation and improved benefits, and comp and benefits are flat, flexibility should lead any total rewards approach.

Flexibility positions you for the recovery. For more than a decade, major companies have been aspiring to be employers of choice. Many have declared themselves to be flexible workplaces. Yet survey after survey shows employees in a broad range of companies very interested in flexibility and struggling to get it. True flex takes a while to build. There is no better time than a downturn to get started on the journey. Then when it's time to begin recruiting, you'll have a story to tell.

Flexibility is a cost-effective and valuable tool for building your company through tough times.

Call or email me to see our **FlexWise** toolkit: complete, proven, launch-ready, user-friendly -- and remarkably inexpensive. All you need to get started, and to finish on time and under budget.

"The online guidelines and training system were absolutely helpful. They are our one-stop shop for information. Without the tools, we wouldn't be as far along as we are in our change effort."

-- Financial Services Client

Paul Rupert
President
Rupert & Company
Chevy Chase, MD
301-873-8489
paul@rupert-co.com