

## Workplace Training +

# The balancing act of creative leadership

A Manager's guide to putting work-life policy into practice in your team



**This workshop is a must for every person interested in how to reconcile the demands of work and life outside work.** It can help managers understand the growing demands on staff and encourage a less hectic, more fulfilling life.

### The Business Case

**Increased productivity, mediated through the factors listed below, as well as:**

- The degree of control an employee has over their tasks impacts their effectiveness at work.
- A 2003 DTI study revealed that 49% of companies saw a positive increase in productivity

**Improved recruitment and retention:**

- Labour turnover is expensive, both in terms of direct replacement costs and the loss of skills and knowledge.

**Lower rates of absenteeism:**

- The CBI believes that absenteeism levels are the main reason why UK productivity lags behind the US and some parts of Europe, costing the UK £11.6 billion per year.

**Reduced overheads:**

- BT saved £52 million in overheads in the year to March 2003 by increasing its number of home workers; this also means an annual saving of £10 million in fuel costs.

### The Programme

Our agenda will include a mixture of individual and group exercises, discussion and coaching using a seven point system. Becoming a role model, encouraging honesty, developing leadership skills and putting your policy into practice are all covered in this half day workshop.