

Telework: “Profit sharing”

Bevis England
Director
Telework New Zealand

Telework New Zealand

www.telework.co.nz

What is this thing called Telework?

- | Working from Afar
 - └ Rugby, telebanking, etc.
- | A strategic approach
 - └ Maximising profit and productivity by enabling, supporting and effectively managing the performance of work in non-traditional work places

What it's not

- | Technology?
 - └ Enabled not driven
 - └ Appropriate solutions
- | Home offices?
 - └ The 5 levels
 - └ The alternatives
- | Full-time?
 - └ 1.67 days a week but rising

Drivers of Flexibility

- | Space
- | Traffic and other disasters
- | Legislation
- | Demographics and HR
- | Productivity
- | Common sense? Should work be somewhere you go or something you do?

What are the benefits?

- | Intangibles
 - u Culture, morale, empowerment
- | Tangibles
 - u Recruitment and retention
 - u Productivity
 - u Property
 - u Absenteeism
- | But we're still talking theory

Getting down to business

- | Developing a cost-benefit analysis
- | A start point: 20% of 100 staff, at home 2.5 days a week
- | What's the bottom line look like?
 - u \$300,000 or more
 - u per 100 staff
 - u per annum

Calculating the benefits 1

Am				
		\$0		
		\$0		
		\$0		
		\$0		
		\$0		
		\$0		
		\$0		
		0		
		0		
		0		
		0		
		0		
		0		
		0		

Sharing the gains

- | Best practice telework shares the costs and the benefits
- | The goal is a Win-Win-Win
- | Who pays for what depends on what you want your programme to achieve

So where do we start?

- | Base points
 - └ Champion
 - └ Steering Committee
 - └ Trojan Horse

- | Three-year Vision
 - └ Towards a Model
 - └ Cost benefit assessment

- | Documentation
 - └ Policy, Guidelines, Self-assessment, Proposal, Agreement

The Seven Targets

- | Out of office desk work
- | Structured and promoted as a normal work option
- | Available to all staff within guidelines
- | Supported by management by objective
- | On a scheduled and agreed basis
- | For clear corporate and individual objectives, and
- | Built in to the corporate culture

Thank you

Bevis England

Box 60-469, Titirangi
Waitakere City, Auckland

Ph: +64-9-811 8024

bevis@telework.co.nz

www.telework.co.nz

Telework New Zealand

www.telework.co.nz